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Local Government Service

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Personnel, Public - Gt. Britain

LOCAL GOVERNMENT SERVICE CHARTER

HADOW COMMITTEE'S FAR-REACHING RECOMMENDATIONS: PROPOSED REFORMS IN METHODS OF RECRUITMENT AND PROMOTION

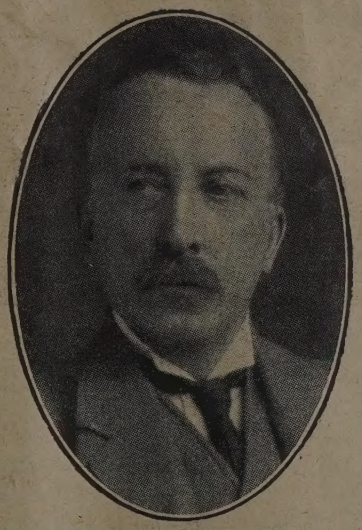
BY A CONTRIBUTOR

THE publication of the report of the Departmental Committee on Local Government Officers* is an event of the first importance, not only to local authorities and their staffs, but also to the general public. Every man, woman and child is directly interested in the efficient conduct of the various local government services which play so important a part in the daily life of the community; and there is scarcely anything which bears more directly on good administration than the quality and conditions of service of the municipal officer. The position is well stated in the preface to the report:

"The last twenty years have seen a great increase in the powers and duties of local authorities. Their responsibilities are now far-reaching, and the welfare of the community is largely dependent on the efficiency with which those responsibilities are discharged. Public health, education, public assistance, housing, town and country planning, road construction and maintenance—these are only some of the activities of local government bodies, but reference to them is enough to show the importance of the part played by local authorities in the modern state. More than ever before local authorities require to have at their disposal officers on whom they can fully rely, both for advice on the many critical questions that come before them, and for execution of their decisions when taken."

First Official Inquiry

The significance of the present report arises in no small degree from the fact that it is the first occasion in the history



Sir HENRY HADOW, C.B.E., M.A., Chairman of the Departmental Committee on Local Government Officers.

of Great Britain in which the local government service has been made the subject of official inquiry. The national Civil Service has for nearly a century received the attention of numerous Royal Commissions and departmental committees. The municipal service, by contrast, has been left to get on as best it could in a more or less haphazard way. The result is surprisingly good, but it has long been evident that many far-reaching reforms would be seen to be necessary from a comprehensive investigation. It was a recognition of this suggestion, urgently pressed by independent witnesses, which led the Royal Commission on Local Government to recommend in its Final Report (Cmd 3436/1929) that a Departmental Committee should be appointed.

The interest which attaches to the work of the Committee depends, however, less on the novelty of the investigation than on the essential merits of the report. The Hadow Committee has brought to its task a rare breadth of vision and a disinterested concern for the public welfare which are beyond praise. The Committee has not hesitated to over-ride considerations of narrow parochialism, sectional interest and ill-founded claims to vested rights at every point where they conflicted with the ultimate good of the whole community. The result is that the report can, without hesitation, be said to be one of the most constructive documents which has been produced during the entire post-war period. It marks the opening of a new chapter in English local government history.

The main problems dealt with by the Committee are those relating to the recruitment, qualifications, training and promotion of officers, together with some ancillary matters concerning the conditions of service and tenure of office.

Appointment of Staffs

Under the present system local authorities are almost entirely free to appoint their staffs in any way they choose. The law requires that certain officers must be appointed by particular classes of Council: for instance, every Urban Authority is bound by Statute to appoint fit and proper persons to be medical officer, clerk, treasurer, and so forth. In addition, the Minister of Health has legal control over the appointment and dismissal of Poor Law officers, medical officers, and sanitary inspectors, and the Minister of Transport over the appointment of surveyors, where a grant is made towards the salary. These classes of officers only account, however, for a very small fraction of the municipal service, which numbers approximately 130,000 (excluding teachers, police, and manual workers, who do not come within the scope of the Committee's survey). Over the greater part of the field the local authorities are entirely unfettered in their choice.

* The Committee consisted of the following members: Sir Henry Hadow (Chairman), Sir Percival Bower, Mr. H. Darlow, Mr. C. A. Elgood, Mr. I. G. Gibbon, Mr. H. M. Gibson, Sir Edward Holland, Mr. (now Sir) Percy Hurd, Alderman (now Sir) William Jenkins, Professor H. J. Laski, Lieut.-Col. Sir Cecil B. Levita, Mr. Frank Pick, Mr. George Riddle, and Mrs. Eleanor Thompson.

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HADOW COMMITTEE'S REPORT (*Continued*)

RECRUITMENT AND QUALIFICATIONS

The result is that there is no uniformity in regard to recruitment, qualifications, training or promotion. There are no common standards or general principles in operation. Some local authorities insist on educational qualifications, others make no such demand. Some recruit at fourteen years of age, others at fifteen or sixteen years. In some areas vacancies are advertised in the press, in others there is a complete absence of publicity. A few local authorities hold a written examination, but most of them rely on other methods. In some areas a considerable degree of patronage exists.

Recruitment Recommendations

The recommendations of the Committee in regard to recruitment aim at securing suitable standards of education and ability in the service, and at eliminating personal favouritism or unfairness. To this end the Report proposes that all vacancies, other than those to be filled by internal promotion, should be widely notified either by advertisement or, alternatively, in the case of junior posts, by announcement in the local schools. "It is essential," the Committee declares, "for public authorities to avoid any suspicion that appointments are being 'jobbed,' and unless vacancies are made generally known this suspicion is certain to arise." Secondly, the selection of an officer should be entrusted to a committee or sub-committee of the Council and should not normally be left to the unfettered discretion of a senior officer. Thirdly, both members of the Council and candidates themselves should be required to disclose any relationship which may exist between them, on pain of disqualification or dismissal. Canvassing should in all cases disqualify a candidate for a position, and all newcomers should be required to serve a probationary period of one or two years before being appointed on a permanent basis. The bad old system of permitting or requiring clerks to Councils to appoint and pay their staffs on a personal basis, receiving an inclusive remuneration for the purpose, should be abolished. This would make every local authority directly responsible for all its officers.

Entrance Qualifications

On the question of qualifications the Report recommends that the minimum age of entry for new recruits should be sixteen years, and that all entrants to the clerical grades should have acquired a school certificate. Girls should be eligible on equal terms with boys, although there may be good ground for limiting the proportion of women entrants.

The most striking innovation proposed by the Committee consists in the throwing open of junior clerical appointments to competitive examination. The Committee is fully aware of the criticisms which are sometimes levelled at examinations as a method of selection, but, they point out, there is no satisfactory alternative at the present day where a large public service is concerned. Furthermore, provided that a personal interview forms part of the examination, it is a far more satisfactory and discriminating method of sifting immature candidates than any system of personal choice. No one who is familiar with the history of the Civil Service in this country and abroad can doubt for one second the correctness of the Committee's judgment on this matter. The examinations, it may be noted, would be held by regional groups of local authorities co-operating for the purpose.

Stages of Recruitment

A policy of far-reaching importance adopted by the Committee is the creation of stages of recruitment to the local government service corresponding to the three main stages of our system of national education. "It seems to us," they observe, "that in the local government service, as in the Civil Service, the system of recruitment ought to be adjusted to the educational system of the country, and that local authorities should draw regularly on each of the recognised educational classes above the minimum age we recommend—on the advanced secondary group and on the university group, that is, as well as on the boys and girls who leave at 16. By failing to do so, authorities are practically excluding from their service some of the ablest men and women in the country, and in view of the nature and extent of their responsibilities they cannot afford thus to narrow the field of employment. A large proportion of the ablest children continue their education beyond the age of 16, especially in these days of numerous scholarships and maintenance grants, and the loss to local government if authorities continue to ignore the university and advanced secondary groups is correspondingly heavy. It is a complete contradiction to spend money on higher education and to refuse employment to the boys and girls who profit by it."

The Committee suggests, therefore, that local councils should recruit a certain number of junior clerical officers at 18 or 19 years of age, to be selected by competitive examination. In addition, opportunities should be provided to enable a small number of university graduates to enter the service each year, to be recruited by competitive examination held by the Civil Service Commission or some other central body. Young graduates entering the service in this way would receive neither privilege nor preference; but they would not be handicapped by the artificial conventions which at present bar the way to the highest positions. The report emphasises that proved ability and meritorious work should alone entitle an officer to advancement, no matter at what stage he enters the service.

The local government service is at present rigidly divided between the rank and file of the service on the one hand and the heads of the departments or directing officers on the other. The latter nearly always possess technical or professional qualifications in law, medicine, engineering, accountancy and so forth. The municipal service presents a complete contrast in this respect to the Civil Service. In Whitehall, the chief civil servants belong to the administrative class, and those with professional status are relegated to a restricted sphere dealing with their particular specialism. Among local authorities, it is usually only men with professional qualifications who can rise to the top of the different departments. Thus, the Town Clerk or Clerk to the Council is nearly always a solicitor or barrister, the Medical Officer a doctor, the Surveyor an architect or engineer, and so forth.

Administrative Qualifications

The Committee inquires into the wisdom of this. The essential qualification which is required in the Clerk is, they point out, administrative ability. He ought, therefore, to be a man of broad and constructive outlook, interested in the wider issues of local government and experienced in administration, rather than a narrow legal specialist. The Committee therefore proposes that local authorities, when selecting their Clerks, should concentrate attention primarily on the administrative ability of candidates without regard to the question of whether they happen to be solicitors or barristers. The smaller councils, who cannot afford a separate legal department, would no doubt find it economical to prefer Clerks with legal qualifications, but in the larger areas this consideration would not apply. It is significant that the London County Council has recently appointed as Clerk to the Council its Education Officer, who is not a member of the legal profession.

The Committee emphasises the importance of the chief officers in all departments possessing administrative ability. Even in the work of the Medical Officer of Health in a large county or county borough is to a great extent purely administrative. A good deal of it requires no medical training whatever. While the Report does not go so far as to suggest that the professional qualifications of Medical Officers and other chief officers (excluding the Clerk) should be dispensed with, they advocate that large authorities should appoint lay administra-

COMPULSORY SUPERANNUATION RECOMMENDED

tive officers as the principal assistants and deputies of the professional directing officers

The Premium System

The Committee is deeply concerned to remove so far as possible the obstacles which at present debar the rank and file of the service from any chance of promotion to the highest posts. They therefore recommend the abolition of the existing practice whereby the professional officers require large fees by way of premiums from pupils serving their articles to them. The Report lays down two fundamental principles. First, that no premiums should be asked from pupils articled to officers in the municipal service, although officers should be required to continue taking pupils. Second, the selection of pupils, whether from inside or outside the service, should proceed solely according to merit, and should be subject to approval by the Council.

It is impossible to overestimate the enhanced prospects for subordinate clerical officers which these recommendations will open up if they are carried into effect. But the Committee is not content merely to remove barriers. The Report recommends that local authorities should arrange for promising young officers to receive practical training in administration with as much variety of experience as possible and that they should, moreover, be encouraged to study the principles of public administration. There should be regular arrangements in operation to enable a promising junior to be transferred from one department to another, and from one section in a department to another. Transfer is extremely rare at present, with the result that opportunities for broadening the outlook of the rising generation of officers are not nearly so great as they might be. Mobility between local authorities, at present confined for the most part to professional and technical officers, could with advantage be extended to the more important clerical positions. In order to achieve this, the Committee advocates that superannuation should be made universal and compulsory throughout the service—a reform which is long overdue.

Examination Bars

Although the rank and file of the service is to be given a far better chance than it has at present of reaching the most responsible positions in the service, the Committee is insistent upon the need for imposing examination bars in the early years of an officer's career. On entering the service new recruits would pass into a general grade comprising officers between the ages of 16 and 25. Before being considered eligible for promotion to a higher grade, a member of this class would be required to pass a qualifying examination. In the case of technical officers use would be made for this purpose of the existing technical examinations, while in the case of administrative officers a new examination would be devised in subjects relating to government, designed to evoke a broad and relevant mental training, somewhat on the lines of the diplomas in public administration now offered by several universities, though of a less advanced character.

The mere passing of an examination would not, however, entitle an officer to promotion. It would be no more than an indication of possible ability. The heads of departments should be asked to keep careful records of the progress of every officer, to introduce the system of efficiency ratings, and to bring to the notice of the appropriate committee of the Council the exceptionally promising officer as well as the unusually inefficient one.

Establishment Committees

The report proposes that every local authority should have an Establishment Committee, to be responsible for organising the recruitment, training, promotion, grading, superannuation, probation, discipline, salary scales and conditions of service of all officers employed by the Council. In the larger authorities a committee of this kind should be specially set up; in the smaller ones, either the General Purposes or the Finance Committee should be constituted the responsible body for staff matters. The aim is to secure a consistent staff policy for each local authority by centralising the responsibility. In many matters, however, the Establishment Committee would act in co-operation with the other committees of the council and the heads of the various departments.

Central Advisory Committee

The concluding recommendation of the report advocates the setting up of a Central Advisory Committee to investigate and work out problems relating to the local government service for the whole country. This Committee would be composed of representatives of all types of local authorities, drawn from their various associations, with a member from the Ministry of Health and a smattering of representatives of local government officers and educational bodies.

The Central Committee would be of an advisory nature only, although permanent in character. Its function would be to devote continuous consideration to the recruitment, qualifications, training and promotion of officers, and to investigate at length some of the problems which the Hadow Committee has done no more than touch lightly upon. It would assist in planning the regional groups of local authorities for holding examinations, it would act as a clearing house for pooling information concerning vacancies for university graduates; it would attempt to estimate the value of the various recommendations made by the report, after they have been tried in practice; it would observe experiments in the training of public servants in this and other countries; it would help local authorities to establish comparable grading schemes; it would inquire into the adequacy of existing technical qualifications.

The setting up of this Central Advisory body, the Hadow Committee declare, is the most vital and important of their recommendations. Many of their other suggestions are indissolubly connected with it. At present there is no one body able to supply information regarding entry to the service, no central organ to which suggestions, representations and criticisms can be made. The creation of such a Central Advisory Committee would, they say, "provide one of the most effective means of securing an improved service."

Tribute to the Service

The far reaching proposals for improvement put forward in the report should not be allowed to obscure the high merits of the local government service as it exists at present, nor to conceal the remarkable efforts towards further progress which have been and are being made on its behalf by the associations of municipal officers. This is the tribute which the committee pays to the service:

> "The local government service maintains to-day a high standard. We have heard little serious criticism of officers, and we have been favourably impressed by the evidence given on their behalf. The associations of officers have done a great deal to raise the standards of the service. They have consistently and, on the whole, successfully, laboured to secure the improved qualification of their members. We ourselves owe these associations our thanks for the assistance which they have given to us."

N.A.L.G.O. STAFF DANCE

An enjoyable dance, organised by the Headquarters Staff of the Association, took place at the Thames House Restaurant, Millbank, S.W.1, on Tuesday, January 9. The attendance was 120, and included Mr. C. Kent Wright (Town Clerk, Stoke Newington) and members from a number of the other Metropolitan Boroughs. It is hoped next season to inaugurate a series of dances which will serve a good purpose in bringing together in the social sphere members of the Association and the staff.

NATIONAL EXECUTIVE COUNCIL MEETING

REPORT OF PROCEEDINGS AT THE JANUARY QUARTERLY MEETING

NUMEROUS matters of importance to every member of the Association arose at the quarterly meeting of the National Executive Council on January 20 at Headquarters, 24 Abingdon Street, Westminster. Mr. F. J. Willett, Chairman of the Council, presided; and others present were: Mr. C. G. Brown, president; Mr. S. Lord, immediate past president; Dr. A. Wotherspoon, vice-president; Mr. G. W. Coster, vice-president; Mr. W. E. Lloyd, hon. treasurer; Mr. P. H. Harrold, hon. solicitor for England; Mr. W. W. Armitage, vice-chairman of the Council; Messrs. H. Allen, A. G. M. Archibald, W. G. Auger, J. T. Baker, H. Begg, F. Bingham, A. G. Bolton, J. Chaston, A. B. Day, Mrs. G. Franks, F. R. Finch, T. Freeman, J. E. Gee, V. Grainger, F. W. Greenhalgh, D. L. Griffiths, A. M. Imrie, G. Llewellyn, F. V. Merriman, H. Morris, J. Moss, H. S. Newton, A. Denton Ogden, A. Pinches, C. A. W. Roberts, J. W. Singleton, E. J. Stead, A. Webb, W. H. Whinnerah, J. W. Wilkinson, together with Mr. L. Hill, general secretary; Mr. John Simonds, legal secretary; Mr. W. P. Fox, organising secretary; Mr. H. G. Baker, accountant; Mr. H. Wright, secretary for special activities; Mr. H. Slater, education secretary; Letters regretting inability to attend were received from Mr. D. J. Parry, Mr. G. S. Fraser, and Mr. G. A. Stone.

A resolution was received from the Durham County Officers' Branch, expressing the opinion that "the practice of indicating on the ballot papers for the annual election of representatives on the National Executive Council those candidates who have been members of the Council during the preceding year should be discontinued." The resolution was lost.

The general secretary was appointed to attend a meeting of the International Union of Local Authorities, whose general assembly and conference are to be held at Lyons, from July 19 to 22.

Matters raised in the following reports of Committees were approved.

BENEVOLENT AND ORPHAN FUND

The Benevolent and Orphan Fund Committee of Management submitted a number of proposed amendments of rules. In their report the Committee of Management stated that, in view of the increased calls for assistance which are being made upon the Fund, they may be compelled to realise some of the investments of the Fund unless increased income is secured and/or the cases for assistance are dealt with in a more uniform manner. In this connection the attention of Regional Committees was called to the fact that the grants paid for the year ended December 31, 1932, amounted to £10,304 15s. 9d., without including the education and maintenance of N.A.L.G.O. orphans, whilst its subscriptions and donations for the corresponding period amounted to £10,925 6s. 3d. The policy of the Association, as endorsed at the Annual Conference, 1928, is to secure investments amounting to £100,000; at the present time the investments amount to £56,467 3s. 9d. The Committee of Management particularly desired to bring about more uniformity in the method of dealing with applications for assistance, and amendments were submitted with that object.

PUBLICATIONS AND RECREATIONS COMMITTEE

The Publications and Recreations Committee had received a report from the Cayton Bay Camp Sub-committee on the subject of structural alterations to improve the efficiency of the camp, a report having been submitted to the sub-committee by the honorary architect. The erection of an isolation hut was approved. The existing staff dining-room is to be absorbed by the enlargement of the office. It was agreed to enlarge the kitchen and recreation room. The question of providing additional facilities for reaching the beach had been considered, and it had been decided to divert the footpath at the commencement of the wood to eliminate the steep gradient.

Consideration had been given to a suggestion that the term "camp" was misleading and gave the impression that some physical discomforts must be expected, and suggesting that the word "centre" be substituted for the word "camp." The sub-committee resolved to recommend that the suggestion be adopted.

The report of the Cayton Bay Sub-committee was adopted by the Publications and Recreations Committee.

Further designs incorporating the new colours suggested for the Association had been obtained.

PROVIDENT SOCIETY

The report of the Committee of Management of the N.A.L.G.O. Provident Society indicated that very active steps are being taken with a view to increasing the membership. It has been decided to hold an annual review of the position of N.A.L.G.O. membership in respect of the Provident Society membership. The active membership in the sickness section in 1933 was 12,920, as compared with 11,094 in 1932. In the Death Benefit section the respective figures were 784 and 634. It was decided that the annual general meeting of the Society be held at Scarborough on Friday, May 18, 1934, and that the members be informed at the annual general meeting that in future the annual general meeting will be held on Tuesday following Whit Monday.

It had also been decided that the practice of continuing to accept a Chief Officer's certificate in lieu of a medical certificate in respect of each new entrant under forty years of age, and of paying the medical examination fees for entrants over that age be continued until otherwise determined.

APPROVED SOCIETY

The Committee of Management of the Approved Society reported that a special sub-committee had considered the following references from the annual general meeting held at Scarborough on July 1, 1933:

(*a*) That in future the annual general meeting of the Approved Society be held at the conference of the Association;

(*b*) That in the event of the National Executive Council affording facilities acceptable to the Committee of Management for the holding of the annual meeting of the Approved society at the time and place of the annual conference, the Committee of Management be requested favourably to consider the suggestion embodied in the Leeds Notice of Motion.

A vote on the issue that the annual general meeting be held at the same time and place of the annual conference was lost. It was agreed that the time suggested for the meeting at the annual conference was most unsuitable; that there was no better prospect of greater attendance than has been experienced under the present system; that it was far better for propaganda purposes to hold important meetings in more towns than one during the year; and that there had been no general call for a change.

EDUCATION COMMITTEE

In the report of the Education Committee the following statistics were given, showing the number of candidates in January, 1934, compared with those at the examinations held in January, 1933:—

Grade	January 1934	January 1933
Preliminary ..	69	42
Intermediate ..	47	31
Final	11	8
Totals ..	127	81

The number of entries in the Final grade is equal to the highest on record.

A resolution of thanks was received from the Council of the University of Sheffield for a payment of £50 by the Association in appreciation of the University's services in connection with the course for the diploma in Public Administration.

Summer Schools

Accommodation has been reserved for the Summer School at Newnham College, Cambridge, for the week commencing June 30,1934. Arrangements have been made to hold the Scottish Summer School at St. Salvator's Hall, St. Andrews University, during the week commencing June 23. Sir Arthur Robinson has again agreed to take part in an Essay Competition in connection with the Summer Schools.

The total cost of awards in connection with the N.A.L.G.O. Scholarship Scheme in 1933 was £155.

Education Correspondents have now been appointed by 237 Branches, an increase of 22 since the previous meeting of the Education Committee.

In connection with the N.A.L.G.O. Correspondence Institute, it was reported that, in addition to the record created by the enrolment of students in 1933, a record had been reached in the number of successes won by students in the examinations. The total number of successes was 311.

Mr. A. E. Lauder (Town Clerk of Southgate) had asked to be relieved of the Tutorship he held in the subject Law and Practice of Assessment and Collection of Rates. Mr. Lauder would continue to act as Tutor for the courses on Public Health and Highway Law.

Consequent upon Mr. Lauder's resignation the course for the Intermediate A.R.V.O Examination had been slightly re-arranged, and Mr. Lauder's work would be continued by Mr. W. Randell, F.R.V.A., P.A.S.I., Chartered Surveyor, Valuation Officer to the Borough of Folkestone, and Mr. L. Tattersall, P.A.S.I., F.A.I., Chartered Surveyor, Rating and Valuation Officer to the Borough of Acton.

Hearty congratulations were extended to Mr. C. A. W. Roberts on the honour of M.B.E. conferred upon him by H.M. the King in the New Year's Honours List.

New Education Secretary

It was reported that Mr. T. Harvatt had resigned from the post of Education Secretary consequent on his appointment as Secretary to the Council of Legal Education. The Education Committee had unanimously placed on record its deep appreciation of Mr. Harvatt's services.

The Committee recommended that Mr. H. Slater, Divisional Secretary, Metropolitan and Eastern Districts, be appointed Education Secretary.

It was reported that negotiations had been instituted for the establishment of a diploma in Public Administration at the University of South Wales.

LAW AND PARLIAMENTARY COMMITTEE

THE Law and Parliamentary Committee reported that they had referred to a sub-committee the consideration of provisions of a Bill to be drafted on behalf of the Association to provide compulsory superannuation of local government officers, and also the consideration of references from the Annual Conference, 1933, on the subject of superannuation.

On the question of a proposed General Superannuation Bill the sub-committee reported that they had considered the following documents :—

(1) Provisions which have been submitted to the Ministry of Health by the Association from time to time since July, 1930, for inclusion in any Bill to amend the Local Government and Other Officers' Superannuation Act, 1922.

(2) Outlines of proposed amendment of the Superannuation Act of 1922 issued by the Ministry in July, 1930.

Important Factors

In connection with this matter, the sub-committee was influenced in its decisions by the consideration that there is very little hope of a Private Member's Bill making any progress unless it is non-controversial, or practically so, and that the proposed Bill should be made as short as possible. With this in view, all provisions, however desirable, which were outside the confines of this limited necessity were deleted from the provisions which were finally approved by the sub-committee, and it was recommended that they form the basis of a further Amending Bill after the proposed Compulsory Superannuation Bill becomes law.

The sub-committee felt that it was important to point out that the Minister of Health, at the annual dinner of the Kent County Officers' Branch, held on December 19, 1933, said that he would like to occupy a large portion of his time dealing with the absorbing question of superannuation. But he would give them the essence of what might be a very long subject and say that he did indeed appreciate the deep human interest of that topic to those engaged in the public service. He was deeply concerned that there should be a forward movement in the rationalisation of our laws in that respect. What they had to take into consideration was that, in view of the very heavy burden necessarily thrown upon the time of the Legislature under modern conditions, in order to achieve the result which they all desired to see achieved in this matter, there was one essential preliminary. That was that before they came to the point of legislation they should, in anticipation, eliminate all possible causes of dissension and controversy, so that when the measure was presented to the Legislature for its enactment it would be a measure which commended itself to all the interests concerned.

Annual Conference References

The references from the annual conference were :—

(i) That the National Executive Council be requested to explore the possibility of securing amending legislation to the Local Government and Other Officers' Superannuation Act, 1922, so as to provide that any officer who is compulsorily retired at an age less than 65 years on the grounds of national economy or by the operation of the "Ray" report shall be entitled to have non-contributory service calculated in sixtieths for the purpose of allowance under the Act.

(ii) That in any scheme formulated for amending the Local Government and Other Officers' Superannuation Act, 1922, provision should be made to make it possible for the optional retirement of men at 60 years of age, not having completed 40 years' service and for women to retire 5 years earlier than in the case of men.

The sub-committee recommended that no action be taken at this stage in connection with the above resolutions.

The sub-committee had also considered a memorandum on the aggregation of Civil Service and Local Government Service for superannuation purposes issued by the Treasury and the Ministry of Health in October, 1933. Its observations thereon had been submitted to a meeting of a joint committee consisting of representatives of the Association of Municipal Corporations, the County Councils' Association, the Urban District Councils' Association, the Rural District Councils' Association, and N.A.L.G.O. At that meeting the following resolutions were passed unanimously :—

(*a*) That the joint committee are in agreement with the principle of the interchange of officers between the Civil Service and the Local Government Service, which is in the best interest of the State and the local authorities.

(*b*) That a system of transfer values should be adopted on the lines of the Local Government and Other Officers' Superannuation Act, 1922.

(*c*) That, pending the passing of legislation making it incumbent on all local authorities to adopt superannuation schemes, in the case of a transfer to the Civil Service of an officer from a local authority having no superannuation scheme in force, the previous service of such officer so transferring should rank for pension on his paying an appropriate contribution in respect of his previous service, or, at his option, on making a contribution in respect of part thereof, in which case that part shall rank for pension.

(*d*) That the pension should be calculated on the final (or average) salary under the last employer and on the pension scale applicable to service under that employer and that subject to an inquiry as to the conditions relating to the retirement of civil servants the position of transferred officers should be governed by the regulations of the service under which they retire.

(*e*) That any scheme of interchange should be made compulsory upon all local authorities having superannuation schemes.

(*f*) That it is desirable that the class of civil servant or local government officer coming within the proposed arrangement should be defined.

In the opinion of the joint committee superannuation schemes should be made obligatory upon all local authorities and greater uniformity should exist in regard to benefits.

The representatives of N.A.L.G.O. expressed themselves as being in general agreement with the decisions. They called attention to Clause 50 of the Unemployment Bill in regard to the superannuation rights of persons who, being officers or servants of local authorities with pensionable local service, become officers or servants of the Unemployment Assistance Board, and expressed apprehension that the clause, if passed into law in its present form, would prejudice any general scheme which might ultimately be agreed upon. It was decided to send a communication to the Minister of Health urging him not to proceed with the clause pending the investigation by the several associations of the proposals now under consideration.

The report of the sub-committee was approved and adopted by the Law and Parliamentary Committee.

Middlesex Bill

A report was submitted on the superannuation provisions of the Middlesex County Council Bill, 1934. This Bill consolidates, with amendments, the provisions relating to the superannuation of the officers and servants of the Middlesex County Council. Two notable new provisions appear in the Bill. The first provides that sub-sections (1) and (3) of Section 8 of the Local Government and Other Officers' Superannuation Act, 1922 (which relate to the transfer of an officer from a local authority who have adopted that Act to another such local authority) shall apply as if the Middlesex County Council were a local authority who have adopted that Act, with the result that an officer will be able to transfer from the service of a local authority who have adopted that Act to the Middlesex County Council and *vice versa*, without any loss of previous service for superannuation purposes. The second new provision referred to will enable a nurse, who was transferred to the Middlesex County Council under the Local Government Act, 1929, and who before transfer had contracted out of superannuation under the Poor Law Officers' Superannuation Act Amendment Act, 1897, to become a contributor to the Council's superannuation fund and count her back service (or such proportion of it as she desires) as non-contributing service, on payment of a sum to be determined by the council in accordance with a scale to be prepared by them.

Registrars' Superannuation

The following report in connection with the London County Council (General Powers) Bill, 1934, was submitted :—

Section 124 (1) of the Local Government Act, 1929, which is applied to transferred Superintendent Registrars and Registrars of Births and Deaths, provides that in the case of an officer who, on transfer, remains subject to the provisions of the Poor Law Officers' Superannuation Act, 1896, the latter Act shall continue to apply to him so long as he is in the service of the council of any county or county borough. If, therefore, such an officer obtains an appointment as a registration officer under a Metropolitan borough council, the Act of 1896 ceases to apply to him. In this Bill, a clause has been inserted to provide that in the case of any person appointed after March 31, 1930, as a registration officer for a district in the area of a metropolitan authority (including the City Corporation) the reference in Sub-section (1) of Section 124 of the Act of 1929 to the council of any county or county borough, shall be deemed to include and always to have included, a reference to a metropolitan authority (including the City Corporation).

In connection with the Road Traffic (amendment) Bill, it had been ascertained, since the meeting of the Law and Parliamentary Committee on October 7, that the Law Committee of the Association of Municipal Corporations was reporting to its council that it saw no objection to the proposals of N.A.L.G.O. that provision should be made in the Bill for compensation to be paid to officers who suffer loss in consequence of working agreements relating to the management, working and maintenance of public service vehicles made by local authorities under Section 105 of the Road Traffic Act, 1930, such compensation to be payable by the local authority responsible for the making of the agreement. The Urban District Councils' Association, the only other Association of Local Authorities concerned with the Bill, had also expressed its agreement with the amendments which had been submitted by N.A.L.G.O. to the Ministry of Transport for consideration.

The Bill was not proceeded with during last Session, but was to be re-introduced during the present Session, and negotiations with the Ministry referred to were still continuing. When the re-introduced Bill reached the committee stage, it was anticipated that arrangements would be made for the amendments desired by the Association to be put down, and there was good reason to hope that on the Committee of the House of Commons being informed that the proposed amendments had been approved by the two Associations of Local Authorities concerned and N.A.L.G.O., the Minister of Transport would intimate that he also agreed to the amendments.

EXECUTIVE COUNCIL MEETING *(Continued)*

SERVICE CONDITIONS AND ORGANISATION COMMITTEE

IN accordance with the decision of the Service Conditions and Organisation Committee on October 7, 1933, it was reported that the chairman and vice-chairman had considered the whole of the observations on the revised draft national scales of salaries and conditions of service for administrative, technical, professional, and clerical staffs. They submitted a report on the subject. The proposals were mostly approved, and certain points had to be referred to the chairman and vice-chairman. The National Executive Council was recommended to authorise the dispatch of copies of the scales, as approved, to the branches.

The scales and conditions will be published in a later issue.

Definition of Retired Member

The committee submitted a further report on the subject of definition of "retired member." It was now suggested that it would be better to leave the rule as it is. In its present form it provides that the election to retired membership shall be made by the council on the nomination of the branch. On the form which has to be completed by the applicant and the branch, provision might be made for obtaining the following information: (*a*) Age, (*b*) reason for the applicant leaving the service, (*c*) future occupation, if any. It would then be left to the Service Conditions and Organisation Committee to consider the circumstances of each case and to arrive at a decision.

The committee reported that the Poor Law Transferred Officers' Committee had had under consideration a claim for compensation for loss of office in respect of a member. Several questions had been raised on this appeal. The government auditor had raised a question on the increase of salaries granted by the council in December, 1932. The total salaries amounted to £1,600 and the auditor was of opinion that, having regard to the size of the rural district, the salaries should not exceed £1,200. Under these circumstances, the member requested, and the Ministry agreed, that a decision on his claim for compensation should be deferred until it was known what action—if any—the district council would take on the subject of the salaries of the staff, having regard to the observations of the auditor. The Service Conditions and Organisation Committee had decided that a report on the legal power of district auditors be submitted to the next meeting of the committee.

Ulster Officers

On the initiative of the Ulster Public Officers' Association, correspondence had taken place regarding the possibility of that association affiliating, or otherwise becoming associated with N.A.L.G.O.

The membership is about 800, but there is a large uncultivated field. The central council of the Ulster Public Officers' Association appointed a deputation, consisting of Mr. S. Reid, the secretary, and Dr. Trimble, J.P., the chairman, who waited upon the Service Conditions and Organisation Committee.

The committee expressed the opinion that there is no practical difficulty in the way of forming branches, and they would be disposed favourably to consider the question of extending the scope of the Association to include local government officers in Northern Ireland, subject to conference approval of the necessary amendments of the constitution and rules.

The committee submitted a report of a meeting between representatives of N.A.L.G.O. and of the National Association of Administrators of Local Government Establishments with regard to a basis of closer working between the two associations. The joint meeting had been adjourned until after the publication of the report of the Departmental Committee on the qualifications, recruitment, training, and promotion of officers.

Reporting on the Unemployment Insurance Bill, the committee pointed out that there are provisions which alter the powers of the Minister of Labour as to bringing within the Unemployment Insurance Scheme persons engaged in excepted employment. It was not anticipated that the change in the law relating to excepted employment would make any difference to local government officers, as it related to border line groups in undefined occupations. It was understood that it was not proposed to make any alteration in the existing practice of the Minister of Labour as to the issue of certificates of exception from unemployment insurance in respect of officers of local authorities.

Eligibility for Membership

The question of eligibility for membership, which was referred from the Annual Conference, 1933, was discussed in a report by the committee, who pointed out that it has been a fundamental principle with the Association in regard to every important subject with which it has dealt that it should be left to the branches to decide whether or not action shall be taken in connection therewith so far as concerns their respective areas. This autonomy has been rigorously emphasised by the branches on many occasions, and the committee felt that in this matter of eligibility for membership the issue of a list of designations, even if practicable, would not be helpful. The lack of comparability of the duties under a common designation was emphasised, and it was recognised that the divergence of practice in acceptance into membership demonstrated by returns might be fully justified on these grounds. The committee considered that a person who had been accepted into membership of the Association and who transferred to the area of another branch should be admitted to membership of that branch, even if that branch should not, in the ordinary way, admit to membership a person holding a similar title. They regarded such cases as comparable with the condition in the amalgamation agreement with the National Poor Law Officers' Association, Incorporated, whereby all of its members became eligible for membership of N.A.L.G.O. on transfer.

"We believe," the committee added, "that the question of eligibility rapidly will be settled in a manner satisfactory to local sentiment by a process of evolution, where this has not already occurred, by 1935, by which time it may be expected that the transferred services and those engaged therein, will be absorbed into the normal organisation of the local authorities. A very definite settlement of the question should follow the adoption of a general and compulsory superannuation scheme, which, it may be expected, will follow the lines of the report of the last Departmental Committee on this subject. It is expected that provision will be made in that scheme whereby each local authority will inform each of its employees whether he is to be regarded as an officer or servant and, where there is disagreement on such decision, the employee concerned will have the right of appeal to the Minister of Health."

The committee were satisfied that it would be a great mistake for the National Executive Council to attempt to list the classes of officers regarded as eligible for membership, and they strongly recommended the continuance of local autonomy in the matter of acceptance into membership of the Association.

The chairman and vice-chairman reported that they had briefly reviewed the progress of the campaign for the extension of the system of Whitley Councils to the whole country. Most of the District Committees had arranged for addresses to be given at meetings, and it was felt that some progress was being made so far as the education of members was concerned, but that a great deal of "spadework" still required to be done before active steps could be taken to launch further provincial Whitley Councils.

It was thought that the report of the Departmental Committee on the qualifications, recruitment, training, and promotion of local government officers might contain some further reference to the establishment of machinery representative of local authorities and the officials to deal with matters arising from the report, and this would provide an excellent opening for the issue by the Ministry to individual local authorities and the authorities' associations of a circular urging what Whitley Councils should be spread over the whole country.

It was resolved that the branches should be asked to continue propaganda with the members of their local authorities, and that the District Committees should be asked to consider whether the areas originally suggested for provincial Whitley Councils would be suitable for the purpose.

Organisation of County Staffs

Upon the question of organisation of county staffs, which was the subject of a resolution of the annual conference last year, it was resolved that Rule 55 be not amended, but that the general secretary be instructed to prepare a full model scheme of organisation for county staffs for submission to the county branches for their observations.

It was reported that the number of visits made by members of the staff during the thirteen weeks was—with figures for corresponding period of the preceding year in parentheses—305 meetings with branches or to form branches (296); 789 interviews in towns and districts (694); 38 interviews with local authorities—deputations, etc. (20); 17 meetings of, or concerning, provincial Whitley Councils (12).

BUILDING SOCIETY

The Committee of Management of the Building Society reported that the total loans on mortgage amounted to £507,988 10s.

"THE POLITICAL QUARTERLY"

THE POLITICAL QUARTERLY (Macmillan & Co., Ltd., St. Martin's Street, London, W.C.2). Volume V, No. 1, 5s. nett.

This valuable periodical has, as usual, much of interest and many commentaries of current events. The League of Nations figures rather prominently in this issue; the withdrawal of Germany from the League and from the Disarmament Conference being discussed from the Swiss, Norwegian, and Belgian points of view, whilst Professor Quincy Wright, of Chicago, discourses on whether the League is the right road to peace. Professor Laski is his usual brilliant self in his analysis of the underlying assumptions of the National Government, and Doctor W. A. Robson gives a valuable historical survey of the past hundred years of factory legislation. Professors W. Ivor Jennings and A. M. Carr-Saunders do justice to their subject in the fourth article of the series of essays in law reform, and other matters of particular interest are the aftermath of the world economic conference and America's National Recovery administration. With its other complementary surveys and reviews, the January–March, 1934, "Political Quarterly" is up to standard, to say the very least of it.—*D. J. P.*

POOR LAW TRANSFERRED OFFICERS' COMMITTEE

The Poor Law Transferred Officers' Committee submitted a report on the subject of Part II of the Unemployment Bill now before Parliament. The report stated that the Bill, as introduced, makes no provision for the compensation of officers of local authorities who may suffer loss of office or diminution of salary or emoluments in consequence of the Act by reason of functions being transferred from public assistance authorities to the proposed new Unemployment Assistance Board. The provisions of the Bill relating to superannuation of local government officers who may be transferred to the new board are also unsatisfactory. Furthermore, the Bill does not provide for transferring to the service of the new board any of the officers of public assistance authorities who are now engaged on the work in connection with the administration of transitional payments, although in the explanatory memorandum on clauses issued by the Ministry of Labour, the department in charge of the Bill, it is said: "It is contemplated that part of the Board's staff will be recruited from among officers and servants of local authorities who have been engaged in the administration of public assistance and transitional payments."

Representations have been made by the Association to the Ministry, urging that it would be to the public advantage, not only on the ground of economy, but also from the point of view of utilising the experience gained by officers who have been employed in connection with the administration of transitional payments, that their services should be placed at the disposal of the proposed Board.

The Association has submitted to the Ministry a number of amendments designed to safeguard the interests of the officers concerned. One amendment provides that any person who was on November 8, 1933 (the date when the Bill was first introduced) employed in the performance of any of the duties of a public assistance authority, and who, in consequence of Part II of the Act, will cease to be so employed, and who shall be willing to enter the service of the Unemployment Assistance Board, shall be transferred to and become an officer or servant of the Board.

A second amendment seeks to apply the provisions set out in the Fourth Schedule to the Local Government Act, 1933, relating to the determination and payment of compensation with the necessary modifications, and if this amendment is accepted the compensation provisions will be very satisfactory. The compensation provisions of the Local Government Act, which was passed at the end of last Session, were settled as a result of negotiations between the Association and the Ministry of Health, during the course of which that department agreed to practically every important point put forward by the Association; in fact, the compensation provisions in the new Local Government Act are the best that have ever been obtained for the Local Government Service.

Another amendment aims at preserving the Superannuation rights of a local government officer who is transferred to the Unemployment Assistance Board.

The Ministry of Labour had invited the Association to send representatives to attend a conference to be held on January 9, 1934, to discuss the questions of compensation and superannuation of officers of local authorities affected by the Bill. The question of the transfer of officers now engaged in connection with the administration of transitional payments to the proposed new Unemployment Assistance Board is to be considered at a later conference.

It was further reported that at the conference held on January 9, representatives of all the officers' organisations present expressed agreement with the provisions as to compensation and superannuation which ought to be included in the Bill. The officials of the Ministry of Labour and the Treasury who received the representative intimated that the Minister's decision and a report of the proceedings of the conference would be circulated to the organisations concerned in due course.

OFFICIAL AND PERSONAL

N.A.L.G.O. COUNCIL MEMBER IN THE HONOURS LIST

CORDIAL congratulations to Mr. C. A. W. Roberts, Master of Walton Hospital, Liverpool, and a member of the National Executive Council of N.A.L.G.O., on the honour of M.B.E. conferred upon him by H.M. the King in the New Year's Honours List. Mr. Roberts has had a distinguished career in the public assistance and hospital administration and has rendered invaluable service in the interest of his colleagues throughout the country in organisational work. A

MR. C. A. W. ROBERTS, M.B.E.

native of Stoke-on-Trent, he was educated at Middle School, Newcastle, Staffs., and at Beccles College, Suffolk, subsequently becoming Master's Clerk at Stoke-on-Trent, South Shields, and Stockport. After holding the appointment of Steward at Stepping Hill Hospital, Stockport, he became Master at Pembroke, and later at Canterbury, and in 1915 was appointed to Walton, which is the largest hospital in England, and one of the few still managed by a non-medical administrator. Mr. Roberts was president of the National Association of Masters and Matrons, 1923-24; president of the National Poor Law Officers' Association, 1925-26; and is vice-chairman of the Education and the Transferred Officers Committees of N.A.L.G.O., and a member of the Executive Committee of the Poor Law Examinations Board.

* * *

We announce with regret the death of Mr. Fred Greenhalgh, Deputy Town Clerk of Heywood. Mr. Greenhalgh was a member of the local branch of N.A.L.G.O. and had been President of the branch, and a life member of the Benevolent and Orphan Fund.

* * *

Congratulations are extended to Mr. A. C. Fox upon his appointment as Town Clerk of Barnes. Mr. Fox, who is a member of the Association, has had over eighteen years' experience of local government law and practice, and twelve as an admitted solicitor. He has served the councils of three important county boroughs, first as Assistant Solicitor to Burnley Corporation; subsequently (1922 to 1929) as Deputy Town Clerk and Deputy Clerk of the Peace of Oxford; and latterly as Deputy Town Clerk and Deputy Public Assistance Officer of Middlesbrough.

* * *

Lymm U.D.C. has appointed Mr. Thomas Ashcroft, Clerk and Accountant of the Little Lever U.D.C., as Clerk and Accountant. Mr. Ashcroft is an Associate Member of the Institute of Municipal Treasurers and Accountants (Incorporated), and has held accountancy appointments under the Hipperholme (Yorks.) and Haydock U.D.C. He is a member of the Bolton Branch of N.A.L.G.O.

* * *

Mr. A. Cornwell, a member of the staff of the County Treasurer of Denbighshire, has passed the final examination of the Society of Incorporated Accountants and Auditors. He is also a certified accountant, and served under the Norfolk and Cornwall County Councils before taking up his appointment at Ruthin about two and a half years ago. He is a keen student, and an ardent member of the Committee of the North Wales Student Society of the Institute of Municipal Treasurers and Accountants. He is also a zealous member of the County Council Staff's Parliamentary Union, and the local branch of the N.A.L.G.O.

* * *

Mr. W. Morris. Assoc.M.Inst.C.E., F.S.I., M.I.M., and Cy.E., M.I.Struct.E., M.R.San.I., Deputy City Engineer, Hull Corporation, has passed the examination for the Diploma in Administration of the Institution of Municipal and County Engineers. Mr. Morris thus adds to his previous examination successes, which include the finals of the following Institutions: Chartered Civil Engineers, Chartered Surveyors, Municipal and County Engineers, and Royal Sanitary Institute. Prior to going to Hull three years ago, he was Deputy Borough Engineer and Surveyor of Birkenhead. He is also an enthusiastic worker in the social and sports activities of the department.

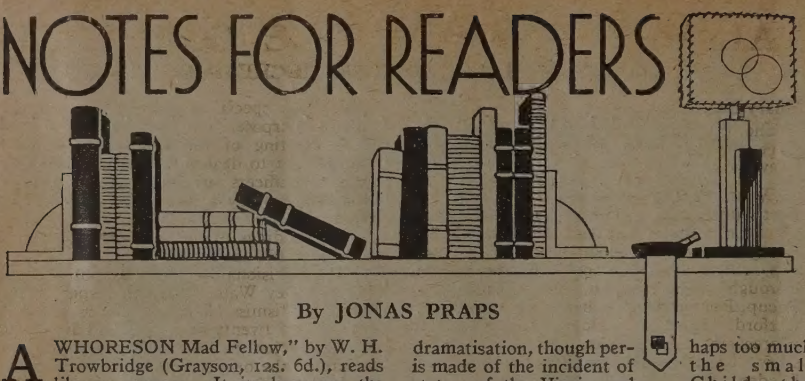
* * *

The death took place on December 28 last, at the age of twenty-five, of Mr. R. H. Palmer, master's clerk at the Blean Institution (Kent). Prior to his appointment at the Institution, Mr. Palmer was employed in the Thanet and Blean area offices as a temporary clerk in connection with transitional payments work. Mr. Palmer was a very keen and energetic worker for N.A.L.G.O., and acted as sectional correspondent for the Blean area of the Thanet and Blean Sub-branch of the K.C.O.G., and was the means of enrolling many new members. He will be greatly missed.

* * *

The sudden death of Mr. A. H. Macfarlane, Burgh Assessor and Registration Officer of Edinburgh and President of the Edinburgh Branch of N.A.L.G.O., removes from the ranks of the Association in Scotland a member of peculiar ability. Mr. Macfarlane had spent the forenoon with Mr. J. M. Mortimer, Divisional Organising Secretary, with whom he had called at the offices of the Department of Health for Scotland. He returned home and died shortly afterwards. Mr. Macfarlane will be remembered for his keen business ability and intimate knowledge of valuation in all its aspects, outside of which he was gifted with the ability to express himself in clear, well-chosen language. Nearly twenty-five years ago Mr. Macfarlane commenced his career as an apprentice in the office of the Dundee Parish Council and was later employed for three years in the Burgh Collector's Office at Montrose. On returning to Dundee, he served for about ten years in the Valuation Department of the Inland Revenue Office, which at that time was responsible for the valuation and registration work in Dundee. On the transfer of the control of that work from the Inland Revenue to the Corporation in 1916, Mr. Macfarlane was appointed Chief Assistant to the Assessor and Registration Officer, and, when that official retired in 1925, became his successor. In July, 1930, he was appointed Burgh Assessor and Registration Officer of Edinburgh.

NOTES FOR READERS



By JONAS PRAPS

"A WHORESON Mad Fellow," by W. H. Trowbridge (Grayson, 12s. 6d.), reads like a romance. It is, however, the biography of Charles H. Labrussière who lived during the period of the French Revolution. Mr. Trowbridge makes him tell the story of his life in the form of autobiography and the telling is full of interest. In his early days an actor in Paris, he later became a clerk to the Committee of Public Safety and obtained the confidence of Legendre. At much personal risk he secured the release of many prisoners, particularly members of the Comédie Française, including Louise Contat, Mlle. Lange, Mlle. Raucourt, Dazincourt and Fleury. One of the most interesting of French Revolution books.

Eric Linklater usually has strong characters in his books, much too strong for the susceptibilities of many readers, and "Magnus Merriman" (Cape, 7s. 6d.) is no exception. It is primarily a study of the main character but many subsidiary ones are well drawn. Magnus was largely a failure; born in Orkney in 1897, he joined the army instead of the university in 1914, and at the close of the war took to journalism, later producing a successful novel. As poet and politician he was as unsuccessful as the Nationalist cause which he championed in Scotland, drunkenness being often a contributory cause. Most of the story is set in Scotland and after many adventures in love in which he appears as unsuccessful as in other matters, he ends by marrying a shrew and settling down to farming in Orkney. There are many descriptive passages—High Street, Edinburgh, for example—"Those lofty houses are not an aristocracy decayed and subdued, but an aristocracy debauched and ruined, sprawling in rags and dirt where once it flaunted itself in threadbare finery and three-piled pride."

"Bredon and Sons," by Neil Bell (Collins, 8s. 6d.), is another family history, this time of a shipbuilding family in East Anglia at "Senwich" (Southwold). The story, commencing about the middle of the nineteenth century and ending in the present day, gives a picture of the family fortunes, chiefly of the men of the family, through successive generations. There are excellent character studies in the book, a peculiarity being the rectitude of life on the part of the elder sons and the lapses of the younger ones. The book might have been curtailed with advantage to the reader, and I fear there will come before long a reaction against long family histories in fiction form. The interest in the characters is maintained to the end.

Here is another book, which, whilst I think Mr. Agate's suggestion concerning its bulk, that if dropped into Loch Ness it would disclose the monster, a little too caustic, it might also have been curtailed with advantage; the book is the much-talked-of "Anthony Adverse," by H. Allen (Gollancz, 10s. 6d.). Despite its 1,200 pages and too much introspection on the part of the characters, it is difficult to put the book down. It is a story of the boyhood, youth, and manhood of an illegitimate child in Napoleonic times, painted on a very wide canvas in excellent colours. He has adventures in many countries, finally securing wealth and power only to lose them accidentally. One can have nothing but praise for the excellence of the narrative and its dramatisation, though perhaps too much is made of the incident of the small statue of the Virgin and Child—the theme which runs through the book.

"If Crab No Walk," is the title of an excellent book of travel in the West Indies, by Owen Rutter (Hutchinson, 18s.), taken from a Negro proverb, the completion of which is, "he no see notting." It would have been regretful if Mr. Rutter had emulated the stay-at-home crab, for whilst the book has nothing very exciting in the way of adventure, it is a pleasing account of his travels and of the people he met.

The account of "Woman in Soviet Russia," by Fannina W. Halle (Routledge, 18s.), is the most serious statement of the position of woman in Russia I have met with. There is only a brief historical survey, the main chapters being on the liberation of women consequent upon the October Revolution, the new sexual ethical code, mother and child, love, marriage, etc. The book is a serious social study of present-day conditions in Russia as they affect women.

Philip Lindsay's "King Richard III" (Ivor Nicholson, 10s. 6d.) is good reading. The title should be a little more expansive as the book surveys the period of the fifteenth century. Mr. Lindsay's book is in the nature of a vindication of the character of the "hunch-backed" King; he makes a strong effort to straighten out the King's character. Those who are interested in the period of Mr. Lindsay's book may read along with it "The Witchery of Jane Shore," by C. J. S. Thomson (Grayson, 12s. 6d.). Though this account of the favourite mistress of Edward the Fourth is not so picturesquely told as the last-mentioned book—the second half dealing with Jane as she is portrayed in poetry and drama—it is worth reading.

NEW NOVELS

Miss Harland had lifted the receiver and said, "Hello? Who is——?" She did not finish. A blinding flash, the roar of explosion and at Nevile's feet the dead girl-secretary. "What was that?" Nevile's wife asked in a distant room and the answer given here in a long run of pages reveals a complicated murder mystery. The scientific man who will devote himself to experimenting in dangerous materials must expect surprises. The novelist who has supplied many with excelling effect is doing so again in "Shadow on the House" (Ward, Lock, 7s. 6d. net). Mr. E. C. Vivian Ervine is in this instance probably at his best, among many successes.

Whether a Chief Inspector would say to the Chief Commissioner of Police (a peer), "The evidence is in too chrysalis a state," is not for us to determine; we have our doubts, though Mr. M. B. Dix has none in his account of "Murder at Grassmere Abbey" (Ward, Lock, 7s. 6d. net). What we are certain of is that the tragedy of Sir James Arnold, Bart., perpetrated by Mr. Dix himself, gives an author of thrills an exceptionally good occasion to write of it and make his readers feel glad that he did. The story has other elements, of course, the best of all being a happy couple under the stars.

Condon is metropolis of the cow country, a vast expanse in the Western States. Vast, too, in physique and good nature, is Sam Smith, of Illinois, nicknamed "Dynamite" and such he needs to be on arriving in Condon with ambition to become a cowboy. His very bulk provokes practical joking among reckless "hard-bitten hombres of the cattle ranges," but he is able to give as good in return, with the result that a seasoned buckaroo is admitted to the list. There are, to be sure, dashing escapades with prairie maidens, not to say the judge's aunt in a particular spree, and so on to end. "Dynamite Smith—Cowboy" (Ward, Lock, 3s. 6d.), by R. O. Case, is a capital kicker.

Membership of Northumberland County Branch in 1933 was 341, compared with 258 in 1932 and 130 in 1929. At a well attended annual meeting on January 9, satisfaction was expressed at the continuing growth of the Branch, and also with the work of the local correspondent for the Approved, Provident and Building Societies, and Logomia. Mr. T. Wilson was elected President of the Branch, and Messrs. C. Nuttall, C. Raisbeck and T. W. Sturdy, Vice-Presidents.

Published by PITMAN

MUNICIPAL COST AND WORKS ACCOUNTS

By George A. Bryant, F.C.W.A.—*Cost and Works Accountant to the City Engineer's, Architect's and Surveyor's Department, Norwich*

This is an important new book for Municipal Accountants and Departmental Officers. It shows by exhaustive description and illustration how mechanical accounting devices can be adopted by local authorities for coping with the large masses of figures and statistics necessary for the efficient handling and financing of all Municipal operations. It is of the greatest possible use from the point of view of practical application. 132 pages ... ... **10/6** Net

THE LOCAL GOVERNMENT OF THE UNITED KINGDOM (and the Irish Free State)—By John J. Clarke, M.A., F.S.S. *of Gray's Inn and the Northern Circuit, Barrister-at-Law*

This is a new Eighth Edition of a widely recognised standard work. It incorporates the legislation of the Parliamentary Session, 1932-33, including the provisions of the Town and Country Planning Act 1932. Many other important additions have been made with the result that the book has been considerably enlarged and brought completely up to date. 852 pages. ... ... **12/6** Net

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WHITLEY COUNCILS

It will be observed from the report of the meeting of the Service Conditions and Organisation Committee on another page, that the Committee has been reviewing the progress of the campaign for the extension of the system of Whitley Councils to the whole country. Domestic propaganda has been carried on amongst the District Committees, Branches, and members for a considerable period, and if the theory and practice of Whitleyism has been fully understood there should be unanimity concerning the advisability of securing the establishment of Provincial Whitley Councils for the areas not at present covered.

The National Executive Council urges the branches to continue the propaganda and extend it to members of local authorities, and District Committees are asked to encourage and supervise this propaganda so that they may be able to advise the National Executive Council when the time is ripe for the convening of conferences representative of the local authorities and the staffs for the purpose of forming Provincial Whitley Councils for specific areas.

The District Committees are being asked to consider whether the areas originally suggested for Provincial Whitley Councils would be suitable for such Councils when the time arrives for their formation. It cannot be impressed upon the members of the Association too strongly that the success of endeavours to form further Provincial Whitley Councils will depend mainly upon their response to the appeal of the National Executive Council. Unless members of local authorities are well informed of the advantages, a favourable outlook to the project of a Provincial Whitley Council will be lacking when a conference is called and failure will result.

Lancashire and Cheshire Provincial Whitley Council

On January 4, a deputation representing the Lancashire and Cheshire Provincial Whitley Council for Official Staffs attended before the Oldham Finance Committee, with the object of persuading the Oldham Corporation to rejoin the Council. The matter is under serious consideration.

THE NEW LOCAL GOVERNMENT ACT

THE LOCAL GOVERNMENT ACT, 1933, by H. Samuels, Barrister-at-Law. (Eyre and Spottiswoode, 12s. 6d. net.)

This very useful summary of the new Local Government Act, which was passed at the end of the last session, following the interim report issued by the Local Government and Public Health Consolidation Committee appointed by the Minister of Health, is designed to show at a glance what changes have been effected in the law. These have been distinguished into three categories: (*a*) Changes effected for the purpose of securing simplicity or greater convenience; (*b*) changes effected to secure as between the various local authorities a common and uniform basis of practice where no reasonable justification can be shown for the present diversity of practice; (*c*) changes designed to clear up points in the law which have proved ambiguous or have admitted of various interpretations. The book also contains a valuable table of comparisons showing the sections of previous Acts corresponding to the sections of the new Act.—J. S.

The annual general meeting of the Hereford County Staff Branch was held recently. The annual report showed that a good deal of work had been accomplished during the year and that the membership had largely increased. The thanks of the Branch were accorded to the retiring president, Mr. A. P. Whitehead, Director of Education, and it was unanimously decided to invite Mr. R. J. Cross, County Accountant, to accept the office as president of the branch for the ensuing year and Mr. C. Sadridge, Horticultural Officer, was elected vice-president. Mr. H. Tedstone and Mr. H. P. Giles were re-elected honorary secretary and honorary treasurer respectively.

SALARIES AND SERVICE CONDITIONS

BY THE ORGANISING SECRETARY

Salary Deductions

The following changes have been notified since the last issue of LOCAL GOVERNMENT SERVICE:—

Deductions Terminated.—County Councils of East Suffolk, and Somerset; County Borough Councils of Derby, Eastbourne, Leeds, Middlesbrough, Newport, Smethwick, Southend-on-Sea, Tynemouth, and Wolverhampton; Boroughs of Accrington, Ashton-under-Lyne, Bacup, Basingstoke, Clitheroe, Dukinfield, East Retford, Heywood, Hove, Lowestoft, and Morecambe and Heysham; U.D.C.'s of Andenshaw, Clayton-le-Moors, Rawdon, Redditch, Silsden, and Waterloo; R.D.C.'s of Boston, Glendale, Godstone, and Neath; Burghs of Bathgate, Dunfermline, and Grangemouth.

The number of local authorities in England and Wales that have terminated deductions is now 316.

In London there are 28 Metropolitan Boroughs and the City Corporation. Not one of these 29 authorities is making deductions.

Out of 83 County Boroughs in England and Wales, 24 only are making deductions, and most of these are considering the question of termination.

Service Conditions

Arising from the transfer of the Keighley Transport Undertaking to the West Yorkshire Road Car Company, two further claims have been made for compensation for losses sustained.

In the case of one officer, the Ministry of Transport have made a lump sum grant of £45, and in the other instance the claim has been disallowed.

The Association is pursuing the matter further on behalf of the officer in question.

An inquiry into the administration of the Tramways Department has been held at South Shields, a special committee being appointed for the purpose.

A meeting of the Council took place on January 11 to deal with the recommendations, and the officers involved were represented at that meeting by a local solicitor, Mr. W. M. Patterson.

The findings of the Committee were altered in one or two instances.

The Divisional Secretary has interviewed the Tees Valley Water Board in respect of a proposal to dismiss all junior officers on attaining the age of twenty-one years and it is pleasing to report that the Board have very considerably modified the original proposals.

Legal assistance has been rendered to the medical and nursing staff of the Queen's Park Hospital, Blackburn, in connection with an inquiry held on December 12, 1933, into alleged lack of medical treatment and nursing attention given to a patient, a boy of twelve, during July, August, and September of last year. As a result of the inquiry the Committee were satisfied that everything possible had been done for the boy and their implicit faith and confidence in the staff had in no way been impaired as a result of the searching inquiry, but rather had it been enhanced and strengthened by the way in which the staff had assisted in the conduct of the inquiry.

Superannuation

The Local Government and Other Officers' Superannuation Act has been adopted by the Town Council of Morley, the appointed day being April 1, 1934.

The Rhondda U.D.C. has also passed the statutory resolution for a scheme to cover officers and workmen.

The principle of superannuation has been approved at Kendal and is under careful consideration at York and Crewe.

CIVIL SERVICE SALARY SCALES

INDUSTRIAL COURT AWARD

AN application of the staff side of the Civil Service National Whitley Council for an improvement in the terms of Provincial differentiation in certain towns and districts was heard by the Industrial Court on December 15, 1933.

Up to that date, with the exception of staffs in Edinburgh, Dublin, and Belfast (where the basic rates were only 5 per cent. below the London basic rates) there was a differentiation of 10 per cent. The award of the court, which has effect from January 1, 1934, is to reduce the differentiation to 5 per cent. in outer London, i.e. outside the London postal area, but within a 12-mile radius of Charing Cross and in Birmingham, Glasgow, Leeds, Liverpool, Manchester (including Salford) and Sheffield, as well as in Belfast and Edinburgh.

EXPECTATION OF LIFE ON RETIREMENT AT AGE 60.

The following is a memorandum, dated November 19, 1933, which has been supplied to the National Staff Side of the Civil Service National Whitley Council, by the Official Side of Royal Commission Committee "D":—

"On the basis of mortality rates experienced by age, pensioners in the Post Office during the period 1927-32, the average period during which a pension may be expected to be drawn by a Civil Servant retiring at age 60, is estimated to be about—men 16 years, women 18 years.

"As would be expected, these figures are somewhat higher than the published figures of expectation of life for the whole population at age 60, in consequence of the fact that, *inter alia*, the class of Civil Servants who continue in the Service to age 60 excludes a substantial proportion, which is larger in the case of women than of men, of the impaired lives.

"It should be emphasized that the figures do not take account of the duration of pensions awarded on invalidity, the duration of pensions of officers who retire after age 60, or certain other factors relevant to any general consideration of the value of Service pension schemes. In particular, without the introduction of several other important factors, they do not provide an adequate measure of the relative merits of the Acts of 1859 and 1909 for men or women."

(*From the Civil Service "Whitley Bulletin."*)

The twenty-fourth annual meeting of the Burton upon Trent Branch, held on December 19, 1933, was largely attended, and a useful discussion on service conditions generally ensued. The following officers were unanimously elected: the Mayor (Hon. President); Mr. Harry Reading (President); Mr. A. G. Earp (Hon. Secretary); and Mr. W. J. Matkin (Hon. Treasurer). Mr. Reading has for over twelve years held executive offices, first as Hon. Treasurer and for the past seven and a half years as Hon. Secretary.

The annual meeting of the West Riding Mental Hospital Branch was held at the West Riding County Officers' Staff Club, a privilege much appreciated by the members. The meeting was well attended and the members were delighted to hear that the West Riding Mental Hospitals Board had, in response to an application made by the Association, decided to restore the economy cuts as from January 1, 1934.

NATIONAL ASSOCIATION OF LOCAL GOVERNMENT OFFICERS

HEADQUARTERS:
24 ABINGDON STREET,
WESTMINSTER, S.W.1.

ALL HEADQUARTERS COMMUNICATIONS should be addressed to the General Secretary and endorsed with the appropriate subject, e.g., "Legal," "Insurance," "Finance," "Organisation," "Education," or "Special Activities."
Telephone: Victoria 8592 (6 lines).
Telegrams: Natassoc, Parl, London.

HEADQUARTERS AND BRANCHES

The following circulars have been remitted to branch honorary secretaries from headquarters:—

DECEMBER 27, 1933

Circular No. 104/*Gen.*/1933.
A letter signed by the President regarding the presentation and dinner to the General Secretary, to celebrate the completion of twenty-five years of service in that office.

JANUARY 1, 1934

Circular No. 1/*Prov.*/1934.
(To local correspondents of the Provident Society.)
(*a*) Enclosing local correspondents' expenses account form.
(*b*) Regarding the acceptance of chief officers' certificates in lieu of medical certificates for new entrants to the sickness section who are under forty years of age.
(*c*) Regarding the audit of passbooks.

Circular No. 2/1934.
(To local correspondents of the Building Society.)
(*a*) Enclosing form for claiming refund for amount incurred in postages during 1933.
(*b*) Enclosing register of members sheet.
(*c*) Regarding the progress made by the Building Society during 1933.

JANUARY 17, 1934

Circular No. 3/*Gen.*/1934.
(To hon. secretaries of district committees, branches and sectional and professional societies.)
(*a*) Giving formal notice of the annual conference at Scarborough on May 19 and 21.
(*b*) Enclosing form C.1 for notifying the names and addresses of appointed representatives.
(*c*) Giving particulars of contributions towards railway fares and subsistance allowances to delegates from small branches.
(*d*) Enclosing list of apartment houses and hotels and stating that accommodation is available at the Cayton Bay Holiday Centre.
(*e*) Requesting prompt attention to conference communications.
(*f*) Giving list of dates on which the various communications will be sent.

Circular No. 4/*Gen.*/1934.
(*a*) Enclosing "Register of Membership" form and requesting prompt attention.
(*b*) Giving full particulars as to how the information obtained will be used.

Circular No. 5/1934.
Regarding the reunions in London and Manchester of holiday campers and Canary Island cruisers.

Circular No. 6/*Gen.*/1934.
Enclosing copy of an article written by Mr. J. W. Marriott.

Circular No. 7/1934.
Requesting the return to headquarters of all copies of unsold N.A.L.G.O. diaries.

Circular No. 8/*Gen.*/1934.
(*a*) Enclosing form on which to insert names of branch representatives attending the complimentary dinner to the General Secretary.
(*b*) Enclosing form for applying for tickets for the dinner.

HONOUR FOR THE GENERAL SECRETARY

As announced in our issue of last month, the National Executive Council has decided to recognise the completion of twenty-five years' service as general secretary by Mr. Hill, in March, 1934, and a celebration dinner will be held at the May Fair Hotel, Berkeley Square, W.1, on Saturday, March 3. In an official announcement concerning this auspicious occasion, Mr. Cecil G. Brown, LL.B., President of the Association, recalls that when Mr. Hill was appointed General Secretary in 1909, the Association was little more than an idea. It had a comparatively small number of members, only £100 in the bank, no office accommodation, a typewriter, and a few sheets of notepaper. The growth of the Association since that time is too well known to require recapitulation here. "We are only just now beginning to see the great conception which has been behind Mr. Hill's policy of organisation," the President observed.

All Branches have the opportunity of participating in regard to some tangible token in recognition of Mr. Hill's long and distinguished services, and a prompt and gratifying response is expected. It is hoped also that all Branches will be represented at the dinner. Members of local authorities, and also ladies, will be welcome. Tickets for the dinner (including gratuities, but excluding wines) can be obtained at the price of 10s. Applications for tickets should be accompanied by a remittance, and addressed to the President, at 24 Abingdon Street, Westminster, S.W.1.

Among others who intend to be present are, Sir Henry Jackson, M.P., Mr. I. G. Gibbon, C.B., of the Ministry of Health; Sir Walter Kinnear, K.B.E., the head of the National Health Insurance Branch of the Ministry; Sir Henry Bunbury, Sir John R. Brooke, C.B., Sir Arthur P. Johnson, the ex-Town Clerk of Hampstead, and for long the President of N.A.L.G.O., and Sir Herbert Blain, C.B.E., who was so intimately identified with N.A.L.G.O. in its early days.

SCARBOROUGH CONFERENCE 1934

Dates to Remember

Mar. 1.—Return (Form C1) of names and addresses of representatives to Conference to be received at Headquarters by 5 p.m.

Mar. 1.—Nominations for election of N.E.C. to be received at Headquarters by 5 p.m. (Form EL1).

Mar. 1.—Motions for Conference to be received at Headquarters by 5 p.m.

Mar. 15.—Nominees for Election of N.E.C. may withdraw up to 5 p.m. on this date.

April 1.—Journal will contain Conference Agenda.

April 1.—Report of the N.E.C. to be issued to representatives with Agenda.

April 15.—Amendments to motions in Conference Agenda to be received at Headquarters by 5 p.m.

April 15.—Voting Papers for N.E.C. to be in hands of Branch Secretaries.

April 23.—Voting Papers for N.E.C. to be in hands of members.

May 1.—Voting Papers to be in hands of Secretary of District Committee.

May 1.—Journal will contain amendments to motions in Conference Agenda.

May 2.—Counting of votes for N.E.C. commences in each district.

May 5.—Conference Agenda (containing motions and amendments thereto) and list of representatives to be forwarded to representatives.

May 5.—Branches desiring to divide voting strength at Conference to notify Headquarters of allocation.

May 19.—Whit Saturday. First day of Conference Proceedings.

May 21.—Whit Monday (Bank Holiday). Second day of Conference Proceedings.

CAYTON BAY CENTRE

ACCOMMODATION FOR DELEGATES TO THE ANNUAL CONFERENCE

A printed list of recommended hotels and boarding houses has been sent to each Branch Secretary for the convenience of delegates to the Annual Conference at Scarborough. The Association's Holiday Centre at Cayton Bay—which is about 2½ miles from Scarborough—is available for those desiring accommodation. The inclusive charge for residence is 7s. per day, and bookings will be accepted *for a minimum period of four days.* Conveyances will be available to take delegates to and from Scarborough at a reasonable charge. Application forms can be obtained from Headquarters.

PHOTOGRAPHIC COMPETITION, 1933

The judges of the Royal Photographic Society of Great Britain have made the following awards in the Amateur Photographic Competition held in aid of the Benevolent and Orphan Fund:—

Class	*Award*	*Competitor*	*Branch*
CONTACT PRINTS			
PICTORIAL	1st Award	R. P. Haselhurst	East Riding C.C.
	2nd Award	N. S. Jeffrey	Colwyn Bay
	3rd Award	L. Doyle	Newcastle-on-Tyne
GENERAL	1st Award	G. Howarth	West Riding
	2nd Award	C. Ragg	Sunderland
	3rd Award	F. S. Halls	Gloucester
PORTRAIT AND GROUP	1st Award	W. A. Mattock	Halifax
	2nd Award	T. Haggerty	Wembley
	3rd Award	Miss F. Hesketh	Wilts C.O.
ENLARGEMENTS			
PICTORIAL	1st Award	W. F. Broome (jun.)	Lambeth
	2nd Award	C. A. J. Mahoney	Plymouth
	3rd Award	A. W. Kirkwood	Plymouth
GENERAL	1st Award	D. F. Oldham	Leicester
	2nd Award	D. A. Ogden	Isle of Ely
	3rd Award	H. M. Storey	Hackney
PORTRAIT AND GROUP	1st Award	C. Lees	Leicester
	2nd Award	F. D. Hicklin	Burton-on-Trent
	3rd Award	R. P. Haselhurst	East Riding

Local Government Service

Editorial and Advertisement Offices, 3 and 4 Clement's Inn, Strand, London, W.C.2.

Telephone: Holborn 2288-2289.

Contributions on topical Local Government problems are invited and will receive careful consideration, but the Editor cannot accept responsibility for the safety of manuscripts submitted for his consideration.

Authoritative local news on matters having more than a purely local interest is welcomed.

Legal and other inquiries relating to Local Government will be answered promptly.

All communications should be addressed to THE EDITOR.

THE HADOW REPORT

THE Hadow Report has been issued at last!

No report has ever been awaited with such intense interest by local government officers as that which has just come to hand from the Departmental Committee on the Qualifications, Recruitment, Training and Promotion of Local Government Officers. It is a document of profound importance to the Service, and it would be unfair to pass judgment upon its recommendations before giving them the most careful and prolonged consideration.

On another page we print a specially contributed article dealing with the salient features of the Report. In future issues we hope to be able to give the Report in full. As the Report has only come to hand on the eve of this issue going to press, we cannot do more at this stage than insert the article to which reference has already been made.

Whatever may be the final opinions of local government officers, we can now endorse the remarks of our correspondent that "This Report marks the opening of a new chapter in English local government history. The significance of the present Report arises in no small degree from the fact that it is the first occasion in the history of Great Britain that the Local Government Service has been made the subject of an official inquiry."

The Departmental Committee which has produced this Report was composed of representatives of the Association of Municipal Corporations, County Councils' Association, Urban District Councils' Association, Rural District Councils' Association, London County Council, and others, and from the composition of that Committee we can assume that the Local Authorities' Associations will take a very deep interest in the recommendations, and if they do so, then the recommendations of the Report should become the accepted charter of local government service conditions. From this we can see the creation of a service status of local government officers of similar importance to that of the Civil Service.

It is expected that in some directions the recommendations of the Committee will call for certain safeguards. There will also be a certain amount of nervousness in those quarters where change is always regarded as a doubtful experiment. Having in mind these points and the profound importance of the recommendations, N.A.L.G.O. has appointed a special committee to examine the Report with the object of providing through the National Executive Council a considered statement for the guidance of the Branches of the Association.

There can be no justification for precipitate action, but it will be disastrous if any undue delay occurs in making the Report the most effective instrument for the future guidance of local authorities and their officers. The Departmental Committee pays tribute to the Officers' Associations, not only for the evidence put before it, but also for consistently and, on the whole, successfully labouring to secure the improved qualifications of their members.

The publication of this Report, "one of the most constructive documents which has been produced during the entire post-war period," is not to mark the end of those labours, but the beginning of new and greater effort. We have now a blueprint, officially endorsed by a Departmental Committee which should in the main be the plan for building a greater and better Local Government Service.

We cannot anticipate the Associations' official view of the Report, but whether it is eventually endorsed in whole or in part, we do consider it to be a great tribute to N.A.L.G.O's efforts during the last two decades. It marks the first stage in the evolution of a National Municipal Service.

THE CONFERENCE

WHITSUNTIDE is early this year, and the Scarborough Conference is now a matter of serious importance to all who are charged with the preparation of the programme.

On another page we are told that "The Beano" is going to press. That is the special magazine which the Scarborough Branch is preparing from the contributions of members, with the object of "making a bit" for the N.A.L.G.O. Benevolent and Orphan Fund. There is always a tremendous amount of work attached to an effort of this kind, and very often it falls upon the shoulders of a few. We are told that the committee of the Scarborough Branch responsible for this effort is more than pleased with the response to their appeal for contributions. Now for the gilding of the gingerbread! All that Scarborough ask to make their efforts worth while is a bumper sale. This will depend upon the energies of Branch Secretaries, and as each Branch will be credited with the profits on its own sales we have no hesitation in supporting the Scarborough appeal for co-operation. Besides, the B. and O. Fund wants your money and wants it badly.

Conference will be asked to approve a number of amendments to the B. and O. rules which the Management Committee will be compelled to put forward to maintain the stability of the Fund. The Benevolent and Orphan Fund is a blessing, and provides the only comfort to many lonely folk; it is the only thing that stands between a modest independence and the Public Assistance Committee for many of our late colleagues' dependants. The Fund is maintained by voluntary effort and sometimes, especially when everything in our own lives seems to be going well, we are inclined to leave that voluntary work to others. Here, then, is a reminder that we have a Fund which is doing a wonderful work. Buy a magazine, pay your annual subscription of 2s. 6d., ask your Branch Secretary to tell you what the Fund has done for some less fortunate colleagues, and we believe you will afterwards feel happier.

REPARATION OF CUTS

THE rapid increase in the number of local authorities who have discontinued the salary deductions, is not only a recognition of the temporary nature of the cuts, but an appreciation of the excellent response which local government officers made to the Government call for voluntary sacrifices. We know that in most cases the pay of the officers did not warrant any reduction, as was clearly shown in the Association's memorandum to the Local Government Economy Committee. The improved financial situation justifies an expectation that the cuts made in the remuneration of other sections of the public service will in the near future be restored in whole or in part.

The decisions of the Industrial Court in regard to the provincial differentiation in salaries in outer London and a number of the larger towns, is an indication that the financial situation has so much changed as no longer to be a bar to salary improvements where these are recognised to be due. The normal difference of ten per cent. between London and provincial rates for Civil Servants, has been altered to five per cent only.

BUYING A HOUSE: II

BY THE SPECIAL ACTIVITIES SECRETARY

JUDGING from the inquiries arising out of the information published last month, there are many members keenly interested in the question of buying a house. Although advertisements have appeared and large quantities of literature have been distributed during the past twelve months, the majority were unaware of the attractive facilities offered by the Nalgo Building Society. It is not yet known throughout the service that the society exists for the dual purpose of giving members of N.A.L.G.O. and their wives the best possible facilities for investment and house purchase. That it has achieved its purpose is proved by the accumulation of nearly three quarters of a million pounds of assets in eighteen months.

Buying a house is an important matter, and more so if a mortgage is contemplated. Not only is it essential to choose a reliable property but it is equally essential to select the right market through which to finance the transaction.

Selecting a House

A prospective purchaser has many points to bear in mind. The foremost, of course, is to buy a house he will be proud to own. It should be well constructed, in a good state of repair and capable of easy and economical management. The proximity of schools, shops and travelling facilities are important questions. A garage, or room for one, is highly desirable and it definitely enhances the value. A corner site should be avoided unless the road charges have been paid or the purchase price includes them. There are divergent views on the relative merits of a pre-war house compared with a modern structure. The mass-production type of small property which has been built to a price and not to last is certainly a doubtful proposition and may be responsible for the prejudice in the minds of some persons against a newly built house.

A member who has every intention of residing for the next twenty years in the house he buys should consider whether it is not worth his while to purchase a modern house erected by a reputable builder which will meet his requirements for that period. The advantage of an architect-designed house embracing some of the many devices for labour saving, economy of space and maximum light is a point for serious consideration.

Freehold and Leasehold

If a property is leasehold an annual ground rent is payable. This is not a big item but should be taken into account as an outgoing. The length of the lease is very important; on expiration the property automatically reverts back to the ground landlord, who invariably has the power to order the property to be left in a certain state of repair. With a short lease of, say, twenty or twenty-five years the value of a property gradually diminishes each year owing to the reversion date drawing nearer.

The Nalgo Building Society makes a stipulation that the unexpired term of the lease must be at least three times the term of the proposed mortgage. In other words, if the mortgage is to be repaid in twenty years the lease must be at least sixty years. In some parts of the country property has a perpetual ground rent in which case this condition does not apply.

A freehold property is a better proposition provided it is otherwise satisfactory.

Arranging the Mortgage

A member of N.A.L.G.O. cannot do better than place himself entirely in the hands of the Nalgo Building Society. The rate of interest for an advance in excess of two-thirds of the value is only 5 per cent., and the repayments of principal and interest can be spread over twenty years. The procedure for obtaining an advance is very simple. Having selected his house, a member makes application on a form obtainable from headquarters, giving full particulars of the property and his requirements, and sends it with a survey fee based on the following scale :—

Amount of Advance Required	*Survey Fee* £ s. d.
Up to £250	1 1 0
Over £250 and not exceeding £500	1 11 6
Over £500 and not exceeding £750	2 2 0
Over £750	2 12 6

Immediate arrangements are made for the house to be valued and if the surveyor's report is satisfactory the member is notified of the amount to be advanced and the society's solicitor proceeds with the legal work and completes the whole matter as quickly as possible.

The procedure is necessarily somewhat different if a house has not been built or even started. Many members who are anxious to purchase a property in process of erection desire, quite rightly, to know what advance the society will make before paying a deposit. Invariably there are similar houses in the road or district already finished and the society is prepared to survey one and give a decision subject to the house to be mortgaged being finished in a like manner and to the satisfaction of the surveyor. If the construction has not been commenced and there is not a similar house which can be inspected, the plans, specification and details of the land should be submitted to headquarters for inspection and the borrower will be advised of the advance which will be made on completion. It should be noted that an advance cannot be made during the course of erection unless the member is the owner of the land and can deposit the deeds with the society.

Provision has been made for dealing with every type of application and supplying the utmost service to the members. The society will not make advances to non-members with the exception of the wife of a member, who is eligible to apply.

Buy to Suit Your Pocket

The benefits of home ownership will be lost to the member who assumes a greater financial liability than his income will enable him comfortably to discharge. A family budget has to cover many items of expenditure other than rent. A £1,000 house may seem to be the "ideal" one but if the weekly outgoings for a £700 house only can be afforded there is no question of which house should be purchased.

The standard of living can be increased in proportion to a member's increased income. If the first house purchased is a modest one it can always be sold later as the Nalgo Building Society would put no obstacle in the way. There are no fines for paying off the mortgage before the expiration of the term. It may not be necessary to sell if the member is able to purchase another one without doing so, and it can be let.

The following calendar monthly repayments of principal and interest at 5 per cent. per £100 of the amount borrowed will be a guidance to those about to purchase and raise a mortgage :—

Years in which Loan is Repayable	*Monthly Repayment* £ s. d.
10	1 1 7
11	1 0 1
12	18 10
13	17 9
14	16 10
15	16 1
16	15 5
17	14 10
18	14 3
19	13 10
20	13 5

In addition, it should be borne in mind that rates, repairs, road charges and ground rent, if any, have also to be met.

INTERIM ADVANCES HAVE BEEN MADE BY THE NALGO BUILDING SOCIETY TO THE BUILDER OF THESE TWO PROPERTIES WHICH ARE BEING PURCHASED BY MEMBERS OF N.A.L.G.O.

RE-UNION

CROYDE BAY CENTRE
CAYTON BAY CENTRE
CANARY ISLANDS CRUISE

MANCHESTER

THE MANCHESTER LIMITED RESTAURANT
EXCHANGE BUILDINGS

Friday, 16th February, 1934
7—12 p.m.

Dancing

Cabaret Performance by the Manchester Municipal Players

Tickets 2/6 Including Refreshments

Evening Dress is *really* optional

Attendance is not restricted to Campers and Cruisers

Tickets obtainable from
Special Activities Department
24, ABINGDON STREET, LONDON, S.W.1

JOIN IN THE BEANO!

BY A CORRESPONDENT

THE BEANO is going to press!

Yes, by N.A.L.G.O.! Going to press. Entries for the competitions flowed in like applications for a new job. Our staff of readers wrote their report while recuperating at Matlock. The material for publication has been compressed into sixty-four pages by the engineer's hydraulic press. The printer is taking on a new staff of compositors to replace those incapacitated by hysteria. Our Circulation Dept. has laid in about three acres of brown paper and seven miles of string, and branch secretaries may expect supplies early in March. Phew!

We tender our sincere thanks to the hundreds of Nalgoites who sent in drawings, stories and other contributions. It was quite impossible to acknowledge individual contributions, but unpublished material will be returned where stamped, addressed envelopes have been enclosed before publication date.

The Scarborough Town Hall Jonah is worried to death. His only refuge now is to seek consolation in "How are you going to sell this . . . this Beano?" And how are we, indeed, how are we? Listen!

Supplies will be sent to every branch. And no branch secretary will be satisfied with less than 100 per cent. sale. Why? Because, first, as a magazine the "Beano" will be irresistible. We do not fear comparison with any contemporary humorous journal. Because, second, every penny of profit made on the "Beanos" sold by, to, or for a branch will be credited to that branch as *their contribution to the B. and O. Fund*. After all, why should Scarborough collar all the profits and present them with a smirk at the purse session as if it were all their own contribution? Whose contributions are they? Why, the purchasers of the "Beano"—in short, *you*. We said you shall be in the "Beano," and now you are.

We hope that there will be a clear profit of at least sixpence on each copy of "Beano" sold. Your ready reckoner will tell you that for every forty copies sold by a branch the sum of £1 will be paid over to the B. & O. Fund as a contribution from that branch. For every four hundred copies sold £10 will be so paid over; for every four thousand copies, £100; for every four million, £10,000 . . . and so on.

So now you are IN THE BEANO

It only remains to BUY THE BEANO.

On sale in March. Branch secretaries should send in their orders now to secure copies of the first printing.

A joint meeting of the Wath, Bolton and Thurnscoe, and Mexborough and District Branches, held in the Council Offices, Mexborough, was addressed by the divisional secretary on "Whitleyism." Very considerable interest was shown, and the discussion lasted throughout the evening. A further joint meeting is to be held in the near future on the review of county districts.

WHAT READERS SAY

COMPULSORY SUPERANNUATION BILL

To the Editor,

LOCAL GOVERNMENT SERVICE.

SIR,—In a report of the Law and Parliamentary Committee of the Nalgo published in the November issue of the LOCAL GOVERNMENT SERVICE (page 296), reference is made to correspondence forwarded to the Ministry of Health, urging the introduction of a Compulsory Superannuation Bill. The Minister, in reply, regretted that in the present state of public business it was not possible for the Government to contemplate the introduction of legislation on this subject. This reply is most disappointing to those who are outside the scope of the Act, especially after the promises which have been made by the Ministry during the last few years. One is forced to ask: "Is this the end of our efforts on behalf of those who are suffering from such a great injustice whereby officials performing similar duties do not enjoy the same privileges?" Surely this matter cannot possibly be permitted to rest where it is.

It is rather strange that no time can be found by the Government to introduce a Compulsory Bill, whereas sufficient time has been found for the passing of the Superannuation (Temporary Provisions) Bill. I do not think the Compulsory Bill is more controversial than the other, because, since the majority of Local Authorities have adopted the 1922 or other Acts, we can expect their support to obtain superannuation for employees who are outside the scope of the Act. I would suggest that the Executive Council should now concentrate all their efforts on the Local Authorities who have not adopted the Act. Again, I would suggest that copies of Mr. S. Lord's address to a Conference of Local Authorities held at the Town Hall, Manchester, on January 31, 1933, should be sent to all authorities outside the scope of the Act. I am sure if this were done and the address was carefully read, it would help to convince such members of its great advantages.

In addition, a strong appeal should be made to all employees who are deprived of these advantages, to concentrate their efforts to educate members of their Authorities.

Yours, etc.,

"SUFFERER."

WHICH DEPARTMENT?

To the Editor,

LOCAL GOVERNMENT SERVICE.

SIR,—In the January issue of LOCAL GOVERNMENT SERVICE Mr. W. J. Hadfield, city engineer of Sheffield, states: "There is considerable difference of opinion as to whether in the larger towns and cities street cleansing and house refuse work should be carried out by the engineer. In smaller places *it must be* . . ."

To the words in italics I ask the question, Why? If the collection and disposal of refuse is carried out in a fully sanitary and hygienic manner, this work is as much a matter for the Public Health Department as any other department, and is being carried out both successfully and efficiently by a large number of such departments, some of them not a hundred miles from Sheffield.

Yours, etc.,

H. L.

WHITLEY COUNCILS

To the Editor,

LOCAL GOVERNMENT SERVICE.

SIR,—I quite anticipated a reply to my letter on the above subject, but I did not think it would have come from a professional or technical member of N.A.L.G.O. The latter grade of officials are already outnumbered at least ten to one by those in the clerical grade, and the difficulties in maintaining their true relationship are many.

If Mr. C. V. Baker would like details of the cases I have in mind I will gladly give him particulars if he will communicate with me direct. I have more regard for my brother officers than to discuss their salaries in detail in a public journal. Nor do I presume that my opinion on the capabilities of these servants is superior to that of their own chiefs. The promotions referred to have already created heart-burning among other members of staffs who justifiably consider that their responsibilities are just as great. The duty, however, of N.A.L.G.O. is not simply to strive for increase of salaries or status, but also to retain as far as possible a correct balance as between the clerical group on the one hand, and the professional, technical and administrative on the other.

The danger envisaged by Mr. Baker is one to which the local executive of N.A.L.G.O. is very much alive, and as a member of that committee I consider it is as much my duty to direct attention to over-grading as it is to under-grading. In a matter of this kind the committee has to make its own decision as to the capabilities of the servant or servants concerned.

Yours, etc.,

J. K. GRANT, A.M.Inst.C.E.

The happy relation existing between the members and officials of the Rawmarsh Urban District Council was shown at the first annual dinner. Mr. H. Davis presided, and a large number of members of the council were present, together with Mr. A. H. Jackson, clerk to the council; and Dr. Lister, medical officer. Mr. A. H. Jackson proposed the toast of "The chairman and members of the council," and Mr. J. A. Barraclough, chairman of the U.D.C., who responded, congratulated the branch on having 100 per cent. membership.

"AS A RESULT OF THAT VALUATION REPORT THE ADDITIONAL BENEFITS OF 6,250,000 INSURED PERSONS WERE REDUCED AND THE ADDITIONAL BENEFITS OF NO LESS THAN 4,250,000 INSURED PERSONS CEASED ALTOGETHER."

MINISTER OF HEALTH
HOUSE OF COMMONS 10th NOV. 1933.

NOT A SINGLE APPLICANT TO NALGO APPROVED SOCIETY WAS REFUSED OR RECEIVED REDUCED ADDITIONAL BENEFIT THROUGH LACK OF FUNDS DURING THE PAST YEAR

DENTAL CONVALESCENT HOMES SURGICAL APPLIANCES WANT AND DISTRESS
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UNITY IN THE SERVICE

MR. HENRY ROWLAND'S APPEAL: GLAMORGAN COUNTY CLERK DISCUSSES OFFICERS' PROBLEMS

MR. HENRY ROWLAND, Clerk of the Peace and of the County Council of Glamorgan, and a member of N.A.L.G.O., contrasted conditions to-day with those prevailing when he entered the service of the County Council, when he addressed the annual meeting of the Glamorgan County Council Branch. When he entered the service, he said, they had comparatively little to do, and when the "generals" were not in the office—and there was a good proportion of "generals" in those days—it was their pleasure to operate very strictly to rule—to commence duties at 10 a.m. and shut the office at 4 p.m. punctually to the minute. Conditions were very different now. In those days they could almost count the employees of the Council on their hands. Again, there was a great difference to-day, a fact which was indicated by the present membership of the Association—860.

Mr. H. W. Griffiths, who had been longer in the service than he, had told him that when he joined the service there were thirty committee meetings in the year. By the time of the 1902 Education Act there were about a hundred meetings a year.

Growth of Administration

In 1933 the number of meetings in the County Hall itself totalled 530, without counting the meetings held in various parts of the county. This was due to the spate of legislation since the War. The enlargement of the jurisdiction and scope of the County Council was necessarily bound to increase the staff which the County Council had to employ. It was, therefore, fitting, he thought, that there should be an association like N.A.L.G.O., to which they belonged and which could deal with their conditions of service, and he was very glad to see from the report and other papers issued how their Association had developed not only in Glamorgan, but in other counties and under almost all the public authorities which existed.

The ramifications of the organisation, Mr. Rowland proceeded, were most useful in every respect, and the Association deserved support not only because of its objectives for the future, but for its achievements in the past. He was certain the work the Association had been able to do in Glamorgan, if only upon the Joint Advisory Committee, had been to the utmost advantage of the staff in the county generally. It brought the employees into direct touch with the members of the County Council; and they were able in that way to get the sympathetic treatment which generally they had received from the County Council. It behoved all local government officers to see that they all belonged to one organisation which had the strength and capacity and efficiency to put things properly and reasonably before the body which employed them. He considered that one organisation was quite sufficient to deal with the work and aspirations of the local government officers as a body. He was quite sure, speaking as an administrator, that he would much prefer dealing with one body that he knew spoke on behalf of all the different members of their Association than deal with a number of organisations who conceivably might have different views on different points.

Problem of National Status

Mr. Rowland went on to say he thought it time their status, service conditions, and salaries were treated on something like a national basis. They were sure that as they were dealing with work which was the product of legislation affecting the whole country they were on firm ground when they said they desired national recognition. He had no doubt it would be difficult to apply the principle because of the diversity and size of the authorities; many were very large and many very small. But the tendency, so far as he could read the times, was to consolidate the work and have fewer authorities and larger areas. If that was so, it would facilitate the successful handling of the problem of national status.

This led to the problem of the training of local government officers. Entry into the service should be on a good standard, and there should be individual endeavour to develop, not only in the particular work which an officer was doing, but as a member of the collective staff to which the officer belonged. He desired to commend what had been done by so many members of the staff to make themselves more efficient, and also the efforts which the Association had made in this direction.

Mr. Rowland referred to the confused position as regards superannuation, as it applied—if it applied at all—to the different classes serving the county. The Local Government Act, 1929, very properly safeguarded the position of the officers transferred, but the result had been questions which he—and he thought others—had found difficult to answer. If his memory served him right, the Ministry of Health had promised a comprehensive measure. Unfortunately, the depression which had existed so acutely in the last few years had militated against the successful fulfilment of the promise, but it was evident that something would have to be done sooner or later to correct the many anomalies that existed, and to put officers on an equality.

Mr. Rowland concluded by saying he desired to stress the point that it was up to the officers to improve their own standards and thereby raise the status of the local government service as a whole. As to the Association, he desired to express appreciation of the help which officers in that area were giving. The Association had done well to elect Mr. C. G. Brown as president. He was sure that the services of Mr. D. J. Parry, as honorary solicitor for Wales, would be of great benefit to the Association.

Mr. D. J. Parry's Tribute

Mr. D. J. Parry, county solicitor and a member of the National Executive Council of N.A.L.G.O., said that since he had served upon the National Executive Council as honorary solicitor for Wales he had been astonished at the amount and variety of the work the Association was carrying out so efficiently, and at the very able body of men elected to the National Executive Council.

Mr. J. E. N. Davis, divisional secretary, mentioned that the last general meeting of the branch he addressed was in 1929, when the membership was 270. Its growth to 860, due largely to the transfer to the county of the public assistance officers, who had splendidly maintained the enthusiasm and keenness of the branch, was paralleled by the growth in national membership. In the last three years, though swimming against a heavy tide, they had accomplished much for the service. There were signs that the economic depression was lifting, and, if they took the advice given by Mr. Rowland in his inspiring speech, and firmly united, the future would hold no fears for them.

Nearly 500 members were present at the meeting, which was held at Cardiff. Mr. Arthur Gould, chairman of the branch, presided, and, in addition to Mr. Rowland and Mr. Parry, there were present: Mr. Lewis Bevan, vice-chairman of the branch; Mr. C. B. Bright, honorary secretary; Mr. W. G. Charles, honorary treasurer; Mr. H. E. Bolton, vice-chairman of the South Wales District Committee; and Mr. Rhys Williams, honorary secretary of the District Committee.

SPORTS ACTIVITIES

METROPOLITAN DISTRICT

Mr. T. F. Dunning, honorary sports secretary, Town Hall, Paddington, W.2, announces that the various sectional committees of the Metropolitan District will shortly be preparing their programmes for the ensuing season, and notices of annual general meetings and invitations to enter competitions, etc., will be dispatched by the respective sectional secretaries for the following:—

Bowls.—Single rink; pairs; single-handed. (Honorary secretary: Mr. T. F. Dunning, Town Hall, Paddington, W.2.)

Cricket.—Team. (Honorary secretary: Mr. L. M. Thrift, Town Hall, Croydon.)

Golf.—Singles. (Honorary secretary: Mr. W. Nelson, Education Offices, Croydon.)

Lawn Tennis.—Ladies' singles and doubles; men's singles and doubles, and mixed doubles. (Honorary secretary: Mr. E. E. Kingston, Town Hall, Southgate, N.13.)

Road Walking (10 miles).—Team and individual races. (Honorary secretary: Mr. A. I. Bell, Lambeth Town Hall, Brixton Hill, S.W.2.)

Swimming (gala in September).—Various events. (Honorary secretary: Mr. P. W. Smith, Town Hall, Woolwich, S.E.18.)

N.A.L.G.O. Flying Club

An Aviation Section meeting will shortly be convened to consider draft rules for the "N.A.L.G.O. Flying Club," and proposed affiliation of the section with a well-known flying club near London. If the affiliation matures, members of N.A.L.G.O. will be enabled to train and qualify as pilots at a cost considerably less than that obtaining at most clubs, and by instalments. It is essential, however, that sufficient members—ladies and gentlemen—join the section first, and they are advised to attend the proposed meeting and, or communicate with the sectional honorary secretary: Mr. F. E. Darlow, Town Hall, Leyton, E.10.

Motoring Section.—This active and promising section will shortly be formulating its programme for the summer, and notice of the meeting will be sent to all branch secretaries and to anyone interested who communicates with the honorary sectional secretary: Mr. W. A. Webb, Town Hall, Chelsea, S.W.3.

Members and retired members of N.A.L.G.O. are eligible for all competitions, etc., and they are advised to keep in touch with their branch honorary secretaries to whom all communications *re* sports are sent. Any sectional honorary secretary, however, will supply further details if desired.

BOLTON

Bolton members are enjoying to the full their first experience of football in the Lancashire Amateur League, and prospects are bright for next season. A strong committee has been formed and the club has as its president the Town Clerk of Bolton, with Mr. E. Bower as chairman and Mr. E. Holden as honorary treasurer. Mr. Percy Clayton, whose indefatigable efforts have led to the formation of the club, holds the position of honorary secretary. The social side is well catered for by an energetic committee of ladies, with Miss L. Higson as secretary and Miss H. Fleming as treasurer. It is hoped to run two teams next season. In view of the fact that past attempts to form a club have met with little success, the present position is particularly satisfactory.

Mr. W. Greenhalgh, captain, was selected to represent the Northern section of the Lancashire Amateur League in a match with Liverpool Old Boys on November 18.

Ashton-under-Lyne Branch held a very successful dance in the Town Hall. About 220 guests were present, including the Mayor of Ashton (Councillor Carey M. Bowden) and the president of the branch (Colonel G. W. Handforth).

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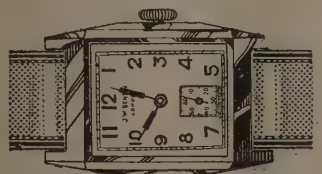

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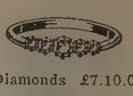

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AT RANDOM

"By HYPERION."

Business Man *v* Civil Servant:

MANY people seem to cherish a strange belief in the inherent superiority of the business man over the Civil Servant or Local Government Officer. Thus, Sir Ernest Benn in "Account Rendered," says:—

"All this is not to say that as many good active energetic men are not to be found in the Civil Service as in the ranks of business itself." (*Thank you, Sir Ernest, for those few kind words. But the sting of this paragraph is in its tail. Listen.*)

"But the man in business who would get on must do so by attracting more and more customers to himself. He must, therefore, offer more and more advantages, and the worth of the advantages will always be tested by the willingness of customers to avail themselves of them.

"The Civil Servant who wants to get on goes to work in a very different way. He cannot attract more and more customers. He must strive to bring more and more people under the lash of authority."

Sir Ernest Benn's arguments and analogies always either cause me acute pain or make me burst out into a hearty guffaw. To anyone who has the least conception of the functions of our Civil Service or Local Government Service it is superfluous to point out the absurdity of describing the provision and administration of essential public services as "bringing more and more people under the lash of authority."

Sir Ernest longs to return to the "good old days" of *laissez faire*. But has he really any true conception of what those days were like?

* * *

The Gift of Tongues:

At an I.P.A. luncheon at Pinoli's recently (*said he, in his best "society paragraphist" manner*), I heard Lord Meston give a most interesting talk on the International Civil Service. Lord Meston made one *obiter dictum* to the effect that in his experience the ability to speak fluently in several foreign languages was seldom accompanied by really first-rate brains.

I compared this mentally with the remark of a captain of girl guides in that amusing play, *Nymph Errant*:—

"My advice is, learn one language—English. If you have the misfortune to travel on the Continent, continue to speak English—only *louder!*"

* * *

Miscellany

A diplomat is a man who can remember a woman's birthday without remembering her age.

* * *

(*In the alternative.*)
If he says "yes," he may mean "perhaps,"
If he says "perhaps," he may mean "no,"
If he says "no," he's no diplomat.
(*And do you know the converse of that one? Well, work it out for yourselves!*)

* * *

"All seemed a blank," as the surgeon said after trepanning the Cabinet Minister.

* * *

There is nothing new under the sun—nor can we make ourselves new eyes—but the angles of vision, thank God, are innumerable.

* * *

Peace is kinder like prosperity. There are mighty few nations that can stand it.

* * *

Books which can be Re-read:

"No book," said Ruskin, "is worth anything which is not worth *much;* nor is it serviceable until it has been read and re-read, and loved and loved again; and marked so that you can refer to the passages you want in it, as a soldier can seize the weapons he made in an armoury, or a housewife bring the spice she made from a store!"

Here is a "mixed bag" of books of which I personally never tire of reading:—

George A. Birmingham's "Spanish Gold."
Jane Austen's "Pride and Prejudice."
Du Maurier's "Diary of a Nobody."
Norman Douglas's "South Wind."

Although I have not yet read it a second time, I think that Compton Mackenzie's "Water on the Brain"—that amusing satire on the Secret Service—might well be added to the list.

For Men Only

"Wives be such a provoking class of society, because, though they be never right, they be never more than half wrong." *Thomas Hardy.*

"Man has his will—but woman has her way." *Oliver Wendell Holmes.*

"I expect that women will be the last thing civilised by man." *George Meredith.*

"The fickleness of the woman I love is only equalled by the infernal constancy of the women who love me." *George Bernard Shaw.*

"All women become like their mothers. That is their tragedy. No man does. That is his." *Oscar Wilde.*

"Women marry because they don't want to work." *Mary Carden.*

* * *

Last Month's Competition

I was rather surprised that the Humorous Story Competition, although it did produce a fair crop of replies, did not seem so widely popular as the problem about the tramp and his drinks.

There were stories about the obtuseness of the electorate from the point of view of the polling clerk or presiding officer, about the "Public Anarchist" and about the absurd way in which a rumour is exaggerated, and several about the somewhat ludicrous mistakes made by assistants in various Borough Surveyors' Departments. Few of these, however, appear to me to have that humorous quality for which I had hoped.

Even the two stories I have selected for a prize (I rather think I have seen a variation of one, either in a comic weekly paper or heard it on the music-hall stage!) are not in the same class, for example, as the stories of Cockney "back-chat," which are being published now in the *Evening News*.

The prize of ten shillings is divided between L. A. HALSALL, Gas Works, Stockport, and D. J. GODDARD, Municipal Offices, Cheltenham, for the following stories:—

A Lancashire man and his wife were out walking, when he noticed a gas bill on the footpath. He picked it up, took a good look at it, and turned to his wife and said: "I'm going to pay this 'ere bill, Maggie." "Whatever do you want to do that for, you soft thing," she said, "it isn't yours?" "No," he replied. "But there's 3s. 10d. discount, and I might as well have it as anyone else!"

"Yes," said an old Scottish grannie, thoughtfully, to the Health Visitor, in course of conversation, "after all, you single young ladies have the best of it, *when once you have got over the shame of it!*"

OLDHAM BRANCH DINNER

Mr. Anthony Crossley and Mr. Hamilton Kerr, the local M.P.'s, were among those who attended the annual dinner of the Oldham Branch, when a claim was made for the establishment of a superannuation scheme for Oldham Corporation employees. That a number of members were suffering financially through their wages not being governed by the Whitley Council was another point mentioned.

MUSICAL NOTES

By L. STEANE

WORKS OF FREDERICK DELIUS

R. O. MORRIS'S Symphony in D, the first of the major works given a performance at the recent British Music Festival at Queen's Hall, is, we are told by the "Radio Times," dedicated to Dr. Vaughan-Williams. Whilst it is impossible to form a truly adequate opinion of such a work by its initial performance, the symphony does breathe that pastoral element we do find in much English music. The work bears three movements with no formal scherzo.

A certain amount of restraint is shown by many English composers in the composition of their works. The music of Frederick Delius is a case in point. Take, for instance, "On Hearing the First Cuckoo in Spring," which does not rely upon the familiar cockoo-call as the central attraction, but owes its entire effectiveness to the composer's gift in filling his hearers with the atmosphere of the countryside. Delius adopts a very different procedure to Elgar (whose output should not be regarded as too Imperialistic). Elgar chooses more pointed and forceful means for the expression of his ideas. The ability to discriminate between Elgar and Delius, accepting both as English, will offer valuable assistance in focusing our appreciation on many of the newer works possessing a true English spirit, of which Mr. Morris's symphony is a splendid example.

* * *

Sir Thomas Beecham's maxim of moving off the beaten track is only one of the virtues of an undoubted great conductor. It is not generally realised what a large number of masterworks still await recognition in the matter of performances. With the exception of "Vltava," none of the poems constituting Smetana's patriotic symphonic cycle has achieved great popularity. Sir Thomas Beecham has given us "From Bohemia's Woods and Fields" once or twice recently, but prospects of the productions of the remaining four are, for the moment, rather remote.

I have quoted Smetana as an example; similar conditions apply to other well-established composers. Moreover, the contention that the works of a composer's later period are the only ones really worth while is not artistically sound. But what can be said even of well-known composers does not compare with the position with regard to the lesser-known ones.

* * *

The Russian composer, Balakirev, comes in for a good share of recognition during this month. He was, of course, one of the most penetrating personalities in the nationalist group of nineteenth-century Russia (other members were Cui, Borodin, Moussorgsky and Rimsky-Korsakov). It is at least gratifying to see some of his more serious works put into performance, and such efforts as are forthcoming should dispel any existing doubts as to his abilities as a composer. One of his really strong points lay in the ready and free advice he gave to his fellow-composers.

* * *

Writing on the subject of "Humour in Music," in January's "Musical Times," Eva Mary Grew, in her first contribution, raises a very interesting point when she says: "We must allow for the moment that humour is not necessarily something that raises a laugh or even provokes a smile, though for certain it must be something that stimulates a bright expression in the faces of those in contact with it, due to the lightening of their spirits."

Personally, I always regard Prokofiev's "Symphonie Classique" as something out of the ordinary in musical humour. Is there not besides the clever conception of this work, a gentle suggestion of satire upon classical tradition?

HOLIDAY NEWS

CAYTON BAY

Those who contemplate visiting the Association's Holiday Centre at Cayton Bay near Scarborough this year will be interested to learn that the Recreation Room will be enlarged considerably in time for the coming season. Although delightfully cosy, the room was inclined to get crowded during the busy period of last year. Another important extension is being made to the kitchen block to provide more working space for the staff, and larger storage accommodation. This will enable more room to be given to the Camp Office, by absorbing the staff dining-room. The bowling green presents the appearance of a green carpet, and will be ready for use later in the season. The new 18-hole putting green, which has been artistically laid out near to the rest room, will be the venue of many close matches.

Members who can take their holidays this year in June should make a point of visiting Cayton Bay if only to enjoy the riot of colour presented by the rock gardens. This part of the site has taken years to mature, and must have cost the previous owners hundreds of pounds. The first peep at these gardens when turning the corner by the Beach Bungalow leaves a lasting impression. The keen horticulturist can spend many happy hours and find some rare specimens.

CROYDE BAY

The latest report from the manager on the winter's work contains good news for the tennis enthusiast. Here are his own words :—

"This court will be the finest hard court in Devon. I am constructing it on the most up-to-date lines, it being of porous concrete with a fine, hard, red concrete finish, resembling a hard shale court, but without its disadvantages. The porosity is such that if rain falls in sheets for hours, it is possible to play on the court the very second it ceases."

Croyde Bay has an appeal of its own. A number of members have already decided to spend their fourth successive holiday there. The Devon air and scenery produce that perfect, restful holiday which it is difficult to obtain elsewhere. The manager has many new ideas for entertaining the campers.

CANARY ISLANDS CRUISE

During the fifteen years in which the Association has organised this cruise there has never been a better itinerary than the one for the 1934 trip, and the period has been lengthened by one day to twenty-three days, without extra cost. The proof of the popularity of this holiday lies in the number who book for the second and sometimes the third year in succession. Some of last year's passengers have already booked.

All the joys of cruising in foreign parts are embraced in this trip at a most reasonable cost. France, Spain, Portugal, and the Canary Islands for £23. Three weeks of sunshine, sight-seeing, organised entertainment, and swimming in the ship's bathing pool. Those who want a quiet time can have it, but there is plenty to occupy the most strenuously inclined member.

The first port of call after leaving Liverpool on Saturday, July 28, is Corunna, three days later, then to Lisbon, Casablanca, Madeira, Santa Cruz, Las Palmas, Oratava, and Bayonne (for Biarritz) on the way home, arriving back in Liverpool on Monday, August 20.

The annual meeting of the Spenborough Branch was held on November 23. In the absence, through illness, of the president, Mr. J. H. Linfield, the chair was occupied by Dr. L. Pickering-Pick. At the conclusion of the business, members and friends spent a very enjoyable social evening. On November 10 a dance was held in the Town Hall, Cleckheaton, to raise money for the B. and O. Fund. About 200 persons were present.

£1,000

A large amount and difficult to save—except by N.A.L.G.O.'s method. A member aged 30 next birthday can guarantee the receipt of this amount at age 65 by systematically saving £1 . 14 . 2 each calendar month. He saves £717 . 10 . 0 but receives £282 . 10 . 0 in addition. There is a further attraction—the whole of the £1,000 is payable to the member's dependants should he die before reaching 65.

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REVIEWS OF BOOKS

THIS ENGLAND!

WEEK-ENDS IN ENGLAND, by S. P. B. Mais. (Richards Press, Ltd., 90 Newman Street, London, W.1.) 7s. 6d. net.

I am glad that Easter is early this year, for this, the first annual holiday, always gives me a feeling that warm days, light evenings, and the reawakening of nature are near at hand. My thoughts, willy-nilly, turn from the office desk to the countryside, from official business to the few hours of recreation available in the evening and to the long week-end, during which that most glorious, revitalising of all pastimes—rambling—may be indulged without let or hindrance and, preferably, without any form of mechanical conveyance.

The thought of rambling naturally brings to the mind the name of S. P. B. Mais—a name which is a household word in the domains of those who take pleasure in the gentle exercise of leaving the car at home. I have recently read his latest book, "Week-ends in England," in which, departing from his usual custom of concentrating solely on the England that is to be seen by the true admirer of rural scenery, in other words, the walker, he communicates the delight that he has found in voyaging along the sequestered canals of the Welsh border on a barge, riding on Woolacombe Sands, motoring through Wiltshire and exploring by train, 'bus and on foot country hitherto unknown to him on the coast of Cumberland, the Marlborough Downs, the trout streams of Hampshire, the cathedral cities of the west, the minefields of Durham and the Roman outposts of Essex.

He has shown how it is possible during a long week-end to achieve adventure in deserted lead mines, on misty moorlands and by sailing on the rivers. On page after page, he makes it abundantly clear that there is nothing in life comparable to an English spring.

And now heigh-ho! for the end of March and four or five days of "Maising" with the aid of this delightful and informative book.—*D.J.P.*

VICTORIAN CIVILISATION

THE VICTORIAN AFTERMATH, by E. Wingfield-Stratford (Routledge, 12s. 6d.).

This is the concluding volume of Dr. Wingfield-Stratford's "Survey of Victorian Civilisation." The early books in this trilogy are the Victorian tragedy, in which civilisation was likened to William Beckford's mansion at Fonthill—outwardly magnificent, but without foundations; and the Victorian sunset, in which the building continued to stand, but with the cracks visible and increasing.

Before I had read either of the earlier volumes, I had noted this reference to their author in Shane Leslie's "The End of a Chapter," dealing with his undergraduate days at King's, Cambridge:

"Among the younger men was a brilliant inconsequential being, Wingfield-Stratford, who wrote a remarkable history of English patriotism. It amounted to a rise and decline of the British Empire (haunted by fear of the decline) and written in the torrential and personal style of late Victorian.

"King's perhaps attained a zenith when Wingfield-Stratford was correcting his last pages in the same building in which Rupert Brooke was touching his early sonnets. Neither was then known outside the college gates."

"The History of English Patriotism" I have not read, but while I have read each of the Victorian books with the greatest interest and admiration for their catholicity, I can never feel that Dr. Wingfield-Stratford succeeds in making the Victorian epoch "come alive" in the same degree of Mr. Lytton Strachey, and being—I confess it—an inveterate Lytton Strachey "fan," I may be perhaps a little prejudiced against the author of the book under review. Still, it must be admitted that Dr. Wingfield-Stratford's books cover a much wider range than Lytton Strachey's "Queen Victoria" or "Eminent Victorians." Literature, art, science, politics, the hobble-skirt, Russian Ballet, the alleged sins of Society, the cinema, and journalism are all given their due place in "The Victorian Aftermath," which may be described as the third and culminating act of the Victorian tragedy.

The curtain rises on the pageant of Queen Victoria's funeral, and there follows the hectic extravagance of the Edwardian age, and meanwhile national egotism, fanned by mass suggestion and guided by incompetent statesmanship, prepares the way for national suicide. Mankind, in the midst of unprecedented prosperity, is driving headlong to destruction. But, although this impending sense of tragedy overhangs the whole book, the author intersperses numerous passages and anecdotes which evince penetrating observation and pleasing, if sometimes cynical, wit. For example, I had not heard before Oscar Wilde's comment on Frank Harris—that Victorian adventurer to whose career the stock journalese epithet "amazing" was strictly applicable. "Frank Harris," said Wilde, "has been received in all the great houses —*once*."

To anyone who wishes to re-live through the period 1901–1914 intensely and vividly, I can heartily recommend this book.—*C. K. W.*

INDUSTRIAL ORGANISATION

THE LOGIC OF INDUSTRIAL ORGANISATION, by P. Sargant Florence (Kingham Paul, 10s. 6d.).

Professor P. Sargant Florence, who is now Professor of Commerce at the University of Birmingham, has attempted in this book a realistic survey of the present tendencies of industrial organisation in Great Britain and has endeavoured to re-write economics in the light of what actually happens in business.

The author shows that most manufacturing and distribution is still conducted by small firms and indicates that the general reason for this is the variety and uncertainty of the consumers' demand which make large scale orders risky in spite of the economies which they would ensure. Nevertheless, he recommends operations on a large scale and the reduction of risks by means of planning and research. In his view, a new branch of political science must elaborate the means whereby employment, investment, and managerial relations may be co-ordinated with the interests of the consumer, and a new type of business administrator must be trained to possess the qualities of intelligence, initiative and ability to co-ordinate, hitherto seldom found in conjunction.

It is refreshing to find an economist who has the courage to break away from academic preconceptions and study what is really happening. At the same time, the book, while it deals with present trends of industrial organisation from a novel and stimulating viewpoint, reads more like a course of lectures told to not very advanced students than as a comprehensive or systematic survey.—*C. K. W.*

SCIENTIFIC RECREATIONS

SCIENTIFIC RECREATIONS, by Professor A. M. Low (Ward, Lock, 6s. net).

Professor A. M. Low, in his latest work, shows once again how vastly more entertaining is fact over fiction. To-day there is no escaping science, and possibly not much desire to do so; but there is a public which needs to be aroused to a better sense of what science means, and the first, perhaps the best, step in this direction is to attract in a popular way.

Adopting solid affairs of the laboratory, Professor Low begins by contrasting steel magnets and cork magnets; by disclosing the retrospective mysteries of an obedient pointer and an obedient doll, two quite distinct forms of rectitude. He produces ice in boiling water, though with no reference to Shakespeare's "hot ice." Lighting the unburnt gas in a candle, Dr. Low proceeds to look through a stone, summon a ghost, a talking head, and fifty other things equally remarkable. A sprite, a skeleton, and tricks with matches conclude, to the tune of a one-string fiddle, this most instructive, engaging volume.

The book has nearly one hundred illustrations, many full-page and in chrome.—*W.B.K.*

LIQUOR CONTROL

TOWARD LIQUOR CONTROL, by Raymond B. Fosdick and Albert L. Scott (Harper and Brothers, New York), 2 dollars.

We are so used, in this country, to the system of licence control, limitation of hours of sale and other restrictions imposed on alcoholic beverage, that we take these things in our stride and regard them as part of the normal routine of life. In America, the position is vastly different, and the question of "to drink or not to drink" has been the subject of a raging controversy. Once again, the pendulum has swung back from complete legislative teetotalism to cancellation of nation-wide prohibition laws. Contrary to the opinion generally held in this country the repeal of the Eighteenth Amendment does not mean that liquor may now be sold in the United States without any sort of control, for the local State legislation, which, during the life of the Eighteenth Amendment, was inoperative, now comes back into full force.

The repeal of the Eighteenth Amendment was anticipated and, in view of the position which would thereby be created, Mr. John D. Rockefeller, jun., asked the authors of "Toward Liquor Control" to make a thorough study of the methods employed in various countries of the world for handling the sale of alcoholic beverages. These gentlemen, assisted by an experienced and competent corps of research workers, commenced their mission during February, 1932, and this volume is the outcome of their studies. They have suggested a plan for solving the knotty problems of liquor control by which a State Authority System will be introduced. In this, they have followed, to a very large extent, those principles which are inherent in the formation of such bodies as the London Passenger Transport Board, leaving a very wide field for administrative control.

One outstanding recommendation is that the directors should be paid salaries sufficiently high to make them independent of political vaccilation. It is also suggested that their appointments should not be made on political nomination, but should run for a period of nine years, at the end of which time they would be eligible for re-election. Realising that in many parts of America public opinion may be for various reasons opposed to such a system they discuss the possibilities of the licence system for certain communities.

The delightful freshness which the authors bring to bear on their subject and the absence of any formalism of phraseology from the report make this document a real pleasure to read. The authors and their assistants deserve every congratulation for such a magnificent publication and, in conclusion, one can but echo the words of Mr. Rockefeller, jun., who has written the foreword, "... the open-mindedness and sound judgment of the gentlemen who have prepared this report is such that I have no hesitation in commending it to the careful consideration of the ... people."—*D.J.P.*

The annual meeting of the Stockton-on-Tees Branch, held recently, was presided over by Mr. A. Worthington, who was elected president for the ensuing year. It was reported that the question of the adoption of the Superannuation Act was still under consideration by the Town Council.

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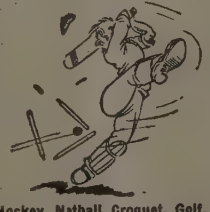

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SCOTTISH NOTES

MORE BURGHS RESTORE THE CUTS: SUPERANNUATION PROGRESS: POINTS FROM THE ANNUAL MEETINGS

THE salary cuts in Scotland are surely, if slowly, being restored. Bathgate, Grangemouth, Kirkcaldy, and Cupar have now to be added to the list of burghs that have restored the cuts, making the number of burghs on the list twelve in all. The county of Dumbarton has restored the cuts to the Education Administrative staff, but, owing to the fact that certain councillors in favour of restoration were not entitled to vote as regards the other staffs, the question of complete restoration has been adjourned for further consideration.

The question of restoration has been raised with Glasgow Corporation, and a sub-committee heard a deputation from the Association on January 9. The sub-committee instructed the Town Clerk and City Chamberlain to prepare a report on the number of employees affected and the cost of giving effect to the Association's request. A number of applications for restoration are still pending.

Superannuation

Some time ago Mr. Mortimer interviewed a committee of Lanarkshire County Council in support of an application to have a number of transferred officers included in the Council's Superannuation Scheme. We understand that the committee have now recommended that these officers be brought under their scheme. They number about two hundred in all. Stirlingshire County Council have not yet adopted the recommendation for the establishment of a superannuation scheme, but we are hopeful that this will be passed at their next meeting. Our application to Coatbridge Town Council for a scheme is still pending. An actuary is now preparing a report for a Paisley Scheme, and efforts are being made to get other Councils to move in the matter.

Annual Meetings

Aberdeen Branch held its annual meeting on December 18 in the City Chambers. A good report was submitted by Mr. John Bishop, the Secretary, and Mr. Hill, General Secretary, gave an interesting address on the various activities of the Association. After the meeting a number of members had a pleasant supper together in the Athenaeum Restaurant, when songs and stories enlivened the proceedings.

On the same evening, Dundee Branch held its annual meeting in the City Chambers, when a printed report and balance sheet of eleven pages set out the work of the Association in a concise and admirable form. The report showed that 44 new members had been admitted during the year, and that the membership at the close of the year stood at 319. Dr. Bowie, Principal of the Commercial College, gave an interesting and instructive address, and the meeting was altogether highly successful.

Glasgow Branch

At the executive meeting held on January 11, seventy-two new members were admitted, and it was reported that there had been a considerable increase in the membership of the Provident Society. Regarding the application on behalf of the female members of the staff to have their increments brought into line with those of the male staffs, it was reported that Mr. Hill, the General Secretary, who happened to be in Scotland at the time, had interviewed the committee on this subject, but that the Council had not yet reached a decision.

On December 19 the Branch held its annual social gathering in the Ca'doro Restaurant. About 400 were present, and the guests included Sir Robert Wilson, Mr. Stenhouse (Town Clerk), Baillies Stewart, Reid, and Hood, Mr. L. Hill, General Secretary; and the Misses Swan, daughters of the Lord Provost. Dr. Macgregor, the President of the Branch, was in the chair, and an excellent programme was provided by Mr. Edward Freer.

Compensation

Counsel has now advised that we proceed by way of Declarator rather than by a Special Case in our action to determine (1) the right to payment of compensation awarded under the Rating Act, and (2) the right to have compensation assessed irrespective of any new appointments received. It has been decided to act on Counsel's advice in this matter, and before these notes appear the Declarator will probably be before the Court. We, therefore, say nothing on the merits of the case.

Dundee Dance

The annual dance held in the Marryat Hall was an exceedingly jolly affair. After whist, over 360 sat down to supper. The Lord Provost and Lady Provost, and Mr. Foot, M.P. for the city, and several members of Town Council were amongst the guests. The success of the function must have given great satisfaction to Mr. Sagar and his Committee.

Scottish Summer School

The Summer School is again to be held at St. Andrews University in the week beginning Saturday, June 23. It is hoped to have the syllabus issued soon. Meantime, the date is announced so that those desiring to attend may make arrangements to get away. If any have doubts as to the advisability of spending a week at St. Andrews, they have just to ask anyone who has ever attended the School in order to get an assurance that no happier way of spending a week of their holidays can be found. The charge this year is reduced from 10s. 6d. to 9s. 6d. per day for residence at St. Salvator's Hall. Of course, one may attend the School although not residing at St. Salvator's. But students going to St. Andrews would find difficulty in getting a pleasanter place of residence.

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N.A.L.G.O. SUMMER SCHOOLS

ESSAY COMPETITION, 1934

PROVISIONAL arrangements have been completed for the holding of a week's studies for local government officers at the Nalgo Summer School, to be held this year at Newnham College, Cambridge, from June 30 to July 17. The school for Scottish officers will be held at St. Salvator's Hall, St. Andrews, during the week commencing June 23.

Mr. H. SLATER,
who has been appointed Education Secretary of N.A.L.G.O.

Essay Competition

Sir Arthur Robinson, G.C.B., C.B.E., Principal Secretary of the Ministry of Health, has again intimated his desire to associate himself with the Summer School and has offered prizes of the value of five guineas to be competed for in an Essay Competition. The competition for 1934 will be divided into two classes :—

Class I for officers whose salary is £250 per annum or more. Value of prize, two guineas.

Class II for officers whose salary is less than £250 per annum. Value of prize, two guineas.

The subjects are the same in both cases, but the essays will be judged in two classes. The subjects are as follows :—

1. "The welfare of the common man is more deeply affected by the administrator than by the legislator."—Mr. Baldwin. Discuss this statement with special reference to the methods whereby relations between local authorities and the general public might be improved.

2. In this country a local authority can only act under specific statutory powers. In certain continental countries local authorities may do anything not specifically prohibited to them. Discuss the relative advantages and disadvantages of these systems. Do you think the system prevalent in this country could be improved on and, if so, in what way?

3. Assess the advantages of co-operation by local authorities in forming joint regional organisations for purposes which do not readily conform to ordinary administrative boundaries —e.g., the survey and allocation of water resources. Is it generally desirable for such bodies to have more than advisory and non-executive functions? In what respects is this system preferable to the appointment of independent *ad hoc* authorities for those purposes.

4. Examine, from the point of view of securing good local government, the existing relations between the officers of local authorities and the officers of the principal government departments concerned with the work of local authorities. Are there any ways—e.g., by greater interchangeability of staff or otherwise—in which you would suggest improving the effective liaison between them?

The winning essay, or a précis thereof, will be published in the LOCAL GOVERNMENT SERVICE.

Rules of the Competition

1. The competition is open to all members of the N.A.L.G.O.

2. The essay may be in manuscript, typewritten or printed.

3. No stipulation is made as to length.

4. The final selection by Sir Arthur Robinson must be taken as conclusive.

5. Essays must reach the General Secretary, N.A.L.G.O., 24 Abingdon Street, Westminster, S.W.1, on or before May 28, 1934.

6. Each essay must be headed with the title chosen, a nom-de-plume and a note of whether the competitor desires his essay to be judged in Class I or Class II. A sealed envelope containing the author's name, address and branch, and bearing on the outside his nom-de-plume and class, must accompany the essay. Indication of the author's identity should not appear on the essay.

7. The result of the competition will be announced prior to June 30, 1934.

NEW EDUCATION SECRETARY

Consequent upon the resignation of Mr. T. Harvatt, the National Executive Council has appointed Mr. H. Slater, Divisional Secretary of the Metropolitan and Eastern Districts, as Education Secretary of N.A.L.G.O. as from January 1, 1934.

Mr. Slater was educated at the Wakefield Queen Elizabeth's Grammar School and the Wakefield Technical College. For some time he was on the teaching staff of the Technical College and after twelve years' service in the Education Department of the West Riding County Council he entered the service of the Association, taking up his duties at Headquarters in April, 1928. Mr. Slater is an Associate of the Chartered Institute of Secretaries, obtained the Diploma in Education Administration after a two years' course at Leeds University, and has passed the Intermediate B.Sc. Economics examination at London University.

His many friends in the Association will wish him success in his new sphere.

COST OF LIVING

Below we give the average monthly percentage increase over the level of July, 1914, in the Cost of Living Index for the past six months : August, 39; September, 41; October, 41; November, 43; December, 43; January, 42. The percentage increases in each of the five groups on which the Index Figure is based are as follows :

	NOV.	DEC.	JAN.
Food	26	26	24
Rent	56	56	56
Clothing	85	85	85
Fuel and Light	70	70	75
Other Items	75	75	75

HOURS OF EMPLOYMENT

Different aspects of the question of hours of work and employment are to be discussed at a conference arranged by the League of Nations Union which will be held at the London School of Economics on February 20 and 21. Following a welcome by Viscount Cecil of Chelwood, there will be a general survey of the subject, while later "Economic Consequences" and "The Problem of Children and Young Persons," will be dealt with.

NEWS FROM THE BRANCHES

Huddersfield District

THE annual whist drive, dance, and musical evening of the Huddersfield District Branch was held on December 2. Over 100 guests were present, including Mr. J. B. Swinden (divisional secretary), and Mr. H. Allen, of the West Riding County Officers' Branch. The proceeds, in aid of the Benevolent and Orphan Fund, are expected to amount to approximately £4.

Jarrow

An interesting report was presented by the Honorary Secretary of the Jarrow Branch at the annual meeting held on December 8. The former divisional secretary, Mr. W. Donnan, gave an address on "The Local Government and Other Officers' Superannuation Act, 1922."

Bingley

Excellent work has been done during the past year by the officers of the Bingley Branch, who have increased the membership of that branch to a record figure. The Bingley Branch is stronger to-day than it has ever been. Reference was made at the annual meeting to the services of the Association in obtaining the restoration of the temporary salary deductions. Mr. A. G. Bolton gave an address on the work of the Association.

Dewsbury

For some years the Dewsbury Branch has been in a parlous condition. Certain of the officers, however, early in 1933, faced the situation and energetic steps were taken to revive the branch. At the end of 1932 only 15 members were recorded. For the year ended October last there were 164 fully-paid members—a truly remarkable transformation. We desire to extend to Mr. T. W. Bottomley and to Mr. Banham, honorary secretary and honorary treasurer respectively, a tribute for the splendid work they have done during the past year. Mr. L. Hill, general secretary, attended the annual meeting and gave a most interesting and stimulating address, which was enthusiastically received and greatly appreciated. He gave it as his opinion that while the Association had faced big issues in the past, there would be even bigger issues arising in the future, and it therefore behoved every local government officer to be a member of the Association in order that the full strength of the Service could be brought to bear if the need arose.

Tynemouth

Keen interest was displayed at a well-attended annual meeting of the Tynemouth Branch, as ten notices of motion from various departments had been submitted with a view to altering the rules of the branch. Reference was made in the report of the Honorary Secretary to the question of temporary salary deductions, and we understand that since their meeting was held the Council have agreed to their restoration. Twenty-nine pounds have been subscribed to the Benevolent and Orphan Fund during the past year.

Wath, Bolton, and Thurnscoe

The Wath, Bolton, and Thurnscoe Branch held its annual dinner on November 30. Mr. Fred Hawksworth, chairman of the branch, presided. The toast of "N.A.L.G.O." was responded to by Mr. H. S. Newton, of Sheffield, and by Mr. J. B. Swinden, divisional secretary.

Over 200 members attended the annual meeting of the South Shields Branch, which was held at Binns' Café. Dr. A. B. Williamson, of Tynemouth, addressed the members on the work of the Association generally. The Divisional Secretary also spoke.

Gainsborough

The annual dance in aid of the B. and O. Fund, held at the Town Hall, was a most successful and enjoyable social event.

DIVISIONAL SECRETARYSHIP, METROPOLITAN AND EASTERN DISTRICTS

Mr. Thomas M. Kershaw, Divisional Secretary, Headquarters, now assumes responsibility for the Metropolitan and Eastern Districts, *vice* Mr. H. Slater, appointed Education Secretary. Mr. Kershaw will continue responsibility for the development of the London County Council Branch, for which latter purpose he was appointed to the staff of the Association two years ago. This change, coupled with the transfer of Mr. A. H. Geary, Headquarters, as assistant to Mr. Kershaw, will ensure the

MR. T. M. KERSHAW

proper co-ordination of schemes for propaganda and recruitment within the area with particular reference to the London County Council staffs.

Mr. Kershaw came to London with a wide experience of municipal work and ten years' experience of honorary work in connection with the Manchester Branch of the Association. He has since displayed excellent powers in organisation and in negotiations which will be of great value in his extended sphere of operations.

Rochdale

The annual dinner of the Rochdale Branch was held on December 1, and gave further proof of the vitality of the branch. There was a large attendance and the guests included Major T. E. Jesson, M.P., the Mayor (Councillor Kershaw), and Mr. H. Corser, divisional secretary of the Association.

Cardiff—Public Assistance

A general meeting of Cardiff Public Assistance members was held on November 30. Mr. R. Stephenson presided. Mr. T. F. Shipton, Superintendent Relieving Officer, was elected president for the ensuing year, and Mr. W. Conwy Roberts re-elected hon. secretary.

Newport

The annual report of the Newport Branch records a steady increase in branch membership, which is now 315. Mr. N. T. J. Moses (Borough Treasurer and Comptroller) has been elected president for 1934.

Rugby

Described by the Mayor of Rugby (Alderman J. J. McKinnell, J.P.), as one of the most enjoyable functions he had ever attended, a whist drive and dance was held at Rugby in aid of B. and O. Funds. Altogether about 200 were present The responsible committee comprised Messrs. W. H. Spicer (chairman), A. J. Holt, W. E. B. Bunker, F. G. B. Hutchings, A. J. Shepherd, C. L. Smith, R. W. Bainton, J. H. French, W. T. Lord and C. H. Borton. A similar effort, in aid of the Rugby Municipal Cricket Club, is being organised by the committee on January 24.

A happy duty fell to the lot of the President of Rugby Branch (Mr. D. E. Biart, Town Clerk) at the Branch annual meeting in the presentation of a dressing case and a travelling trunk to Mr. John H. French of the Borough Treasurer's Department, who had resigned his position as Hon. Secretary of the Branch having obtained an appointment at Hammersmith.

At the annual business meeting the election of officers resulted in the reappointment of Mr. D. E. Biart, Town Clerk, as President, Mr. R. W. Bainton as Hon. Treasurer and Local Correspondent, Messrs. F. E. Hudson and G. H. Renshaw, Hon. Auditors, and election of Mr. F. W. Hefford as Hon. Secretary. It was decided to send representatives to the District Committees and the Annual Conference.

Swadlincote

Mr. G. S. Challacombe, the retiring Chairman, entertained members of Swadlincote Branch to tea on the occasion of the annual meeting of the Branch. The following officers were elected for the ensuing year: President, Mr. W. P. Musson; vice-Presidents, Messrs. C. Jackson, W. P. Tunnicliffe, A. C. Wilton, G. A. Taylor and G. S. Challacombe; Chairman, Mr. W. A. Till; Hon. Secretary, Mr. R. G. Watson; Hon. Treasurer, Mr. A. C. Wilton; Hon. Auditors, Messrs. E. R. Allen and C. D. Hull. Representatives to the District Committee, Messrs. C. Jackson and R. G. Watson; Local Correspondent to Building Society, Mr. J. J. Etty.

Colchester

An address by Mr. L. J. Barrell, Hon. Secretary of the Colchester Branch, to members of the Electricity Department was followed by the accession to the Branch of 12 new members. The membership of the Branch, according to the annual report, was 114 at November 1, 1933, and is now 137. The report stated that all departments had 100 per cent. membership with the exception of Town Clerk's (1 non-member); Water supply (1); Castle Park (1); Town Hall staff (3); Electricity Department (8).

Carnival in Kent

There was a large gathering of local government officers and their friends at the Town Hall, Crayford, on December 1, when a whist drive and carnival dance was held under the joint auspices of the Bexley, Crayford, Erith and West Kent Branches and the Dartford Sub-Branch of the Kent County Officers' Guild. The whist prizes were presented by Mrs. G. A. Joy, wife of the President of the Bexley Branch. This is the third of similar functions held by these Branches, each of which has been a complete success.

Wednesbury

Satisfaction was expressed at the adoption of the Superannuation Act from July 1, 1934. The Committee were congratulated on the success of their efforts.

BRIDGE FORUM

By NEVILLE HOBSON

solutions:

Any time is resolution time, but the New Year viously has it, and—as this article is being nned during the early hours of 1934—I opose to outline a few resolutions which were ade by a small group of players during a eside "pow-wow" in the Christmas holidays. Open confession was certainly rife on this casion, and I was surprised to note the adiness, prompted no doubt by an extremely od dinner, to plead guilty to shortcomings of elementary nature. And yet, even experi- ced bridge players find themselves commit- g these unnecessary and irritating errors; we will now get down to the "brass tack" undation.

rds:

How about letting the children have both the cks of cards we have been using for the past onth and buying new ones? Clean cards ve obvious claims which need not be stressed, id it is now always realised that they are a finite aid to care and efficiency.

uffling:

Why do we take turns in creating doubts as who should deal next? If the cards are aced on the left of the next dealer immediately ey have been shuffled, there need be no fficulty in this connection.

idding:

Let us cut out all variations or intonation as gards straightforward bids. Hitherto some us have had one note and pitch for a good id No Trump and a materially different one, a timorous and minor key, for a thin hand. his won't do. Frankly, it isn't fair!

lan of Action:

Our partner's claim as a member of the team emands that we should take great care in the lay of the hands. One of the most common tlings is not taking stock of the probable ocation of the main cards (as the result of bvious deductions from bidding), and neglect- ng to settle a plan of campaign before playing he first card from dummy.

lay:

Let us not pull a card out of dummy after mmediately playing from our own hand, or— f defending against the declarer—we must void playing so as to indicate the nature of ne's hand.

Counting Suits:

Count the cards in the material or key suits particularly in the case of trumps.

Comments:

Above all, don't comment on the nature of your hand. If the player on your left bids a Spade, of which you have only one, remember hat your shortage may have contributed to your partner having length in Spades himself, nd his silence does not necessarily indicate a worthless hand.

Sportsmanship:

Let us be good losers. This is the acid test of gentility and courtesy (which are comparatively easy of attainment when everything goes well). There is only one Ace and one King for each player, and if we do not get our share over a series of hands, they will come along later. In the meantime, do not let us begrudge the good fortune of our opponents.

"Wait until the end of the play before bemoaning your luck, then—don't."

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NOTICE IS HEREBY GIVEN that the next Examinations of the Association for the Intermediate and Final Grades will be held in London and Manchester on May 24, 25, and 26, 1934.

Applications, on the prescribed forms, must be sent to the undersigned not later than April 12, 1934. Intending candidates should indicate whether they desire to be examined in London or in Manchester.

Candidates for the Final Examination are reminded that they must submit to the undersigned, not later than May 10, 1934, a report and valuation as set out on page 6 of the Examinations Syllabus. Candidates who have failed at previous Final Examinations and who have submitted reports and valuations, will be excused from submitting a further report and valuation.

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HOME GARDENING

By WALTER P. WRIGHT

Author of "Roses and Rose Gardens," "Alpine Flowers and Rock Gardens," "The Wright Encyclopædia of Gardening," etc.

WHILE February is filling its dykes (a task which we all hope it will perform better this year than it often does) the amateur gardener will be taking stock of his plants, for the winter has been somewhat trying so far and it is not over yet. He will be looking over his borders soon in search of those first signs of growth in herbaceous plants which are so stimulating. He will be examining the upper shoots of his Roses for frosted and decayed portions, and he will be making a careful inspection of the frame stuff. This preliminary survey will guide him in estimating the outlay that will be necessary in March and April to keep the place well furnished.

I may here offer the suggestion that the old seed-bed should be looked over in a hopeful spirit every now and then during the next few weeks. There are three particularly useful herbaceous (or semi-herbaceous) plants which have a happy habit of following up the production of a more or less satisfactory percentage of seedlings at the orthodox period after sowing by another batch in spring, earlier or later according to the weather. These plants are Delphiniums, Gaillardias, and Lupins; all real "top-notchers." Even a thoroughly satisfactory percentage at the outset may be followed by a pleasing second crop. The event may arise either from some seeds being older than others at the time of sowing, or from deeper covering in one case than in another—it doesn't seem to matter much when the surprise is so pleasant. One moral arising out of the occurrence is that a summer seed-bed should not be dug up deeply in autumn or early winter, but left till spring sunshine and rain have had an opportunity of bringing treasure trove to the surface.

Mention of Delphinium seedlings reminds one that a legitimate source of economy is to work on seedlings rather than named varieties, now that seedsmen are offering such excellent mixtures at such moderate prices. Seedlings from early summer sowings make good flowering plants the following year—strong enough, indeed, in some cases to give two batches of bloom the same season if the first set of flower-spikes is cut out soon after the flowers fade and some feeding is done. I agree, of course, that named varieties are better where colour schemes are being made, for the shades differ as greatly as the jackets from Cam and Isis which appear at Putney on a certain hectic occasion. Give your Delphiniums a nice deep fertile bed, friends, and provide them with substantial stakes while they are still quite young.

What applies to Delphiniums applies to a considerable extent to Lupins also. And not only is this writer coming to rely on seedlings, but also on seedlings treated as biennials, like Wallflowers. It is all very well to say, as some writers do, that if herbaceous Lupins are cut hard back after flowering and given plenty of water and liquid manure they will give a second batch of bloom equal to the first; on light soils and in a dry season like the last, with the "plenty of water and liquid manure" not available, they simply don't do it and are not worthy of their places. And are they really indispensable provided seeds are sown in summer? Not at all. Seed yields fine strong flowering plants well inside twelve months from sowing if treated decently. This is Lupin-cultivation simplified.

Gaillardias are in different case. To begin with, they are not completely herbaceous. Nor are they as hardy as the other two. It is a good plan to box up a batch of seedlings in autumn and either winter them in a frame or with the boxes plunged in ashes under a wall. I will not labour this, because I think I mentioned it in autumn; but I will add that like Delphiniums and Lupins, seedling perennial Gaillardias make strong flowering plants the first year after sowing; requiring, however, more care in staking if they are to be kept equally becoming border objects, for they are pronounced floppers by nature.

There is a fourth border perennial of the first quality about which I should like to say a few words and that is the Phlox. I do not think that most Phlox-lovers will admit to having had as good a season last year as usual. Many collections suffered severely from drought to my knowledge. It is easy to say, water. But who, with a representative collection of plants in his garden, can water everything adequately in a long spell of hot, dry weather? We are not all professional gardeners whose staffs can turn on taps by the dozen and let loose unlimited quantities of water supplied by a wealthy and generous employer. So I think pockets will have to be searched for the wherewithal to provide more fresh Phloxes than usual this spring. I wish I could say that the plant was as amenable to seedling-cultivation as the three others mentioned. Unfortunately, it is not. Nor, by the way, are Paeonies, and if more plants are necessary they had better be obtained soon, as they start growth early.

Carnations seem to be wintering well outdoors and cuttings in frames to be thriving, which is all to the good.

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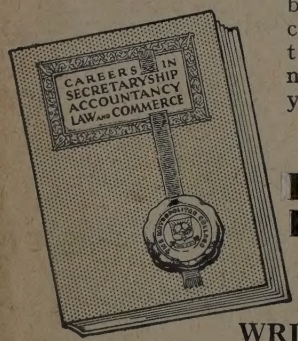

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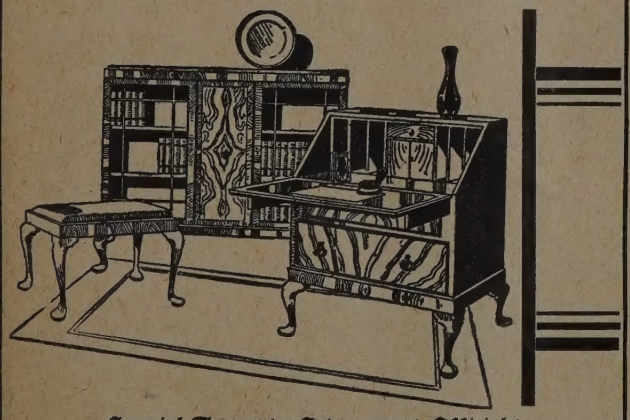

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DATE	VESSEL	CRUISING TO	FROM	DAYS	MIN. FARE
Mar.24	HOMERIC	Mediterranean, Spain, The Riviera, Corsica, N. Africa, Morocco (*Easter Cruise*)	Southampton	14	£25
29	DORIC	Mediterranean, Portugal, Spain, Balearic Is., Morocco (*Scholars' Easter Cruise*)	Liverpool	14	Adults 16 gns. Girls 12 gns. Boys 10 gns.
29	ADRIATIC	Mediterranean, Riviera, Malta, N. Africa, Portugal (*Scouters' and Guiders' Easter Cruise*)	Liverpool	17	19 gns.
Apl. 17	DORIC	Mediterranean, Civita Vecchia (for Rome), Spain, N. Africa (*Church of England Cruise*) (Under Charter to the Anglo-Catholic Congress)	Liverpool	16	£15
May 18	DORIC	Mediterranean, Morocco, Portugal (*Whitsuntide Cruise*)	Liverpool	10	£10
June 2	DORIC	Madeira, Canary Is., Morocco	Liverpool	14	£13
16	HOMERIC	Mediterranean, Italy, Sicily, Venice, Dalmatian Coast, P., Af ica, Ita	Southampton	21	32 gns.
23	**DORIC**	**Mediterranean, Spain, The Riviera, Balearic Is. (Civil Service Cruise) (Under the auspices of the Civil Service Sports Council)**	**Liverpool**	**14**	**£13**
July 14	HOMERIC	Mediterranean, Spain, Italy, Greece, Rhodes Island, Malta, Morocco	Southampton	19	30 gns.
14	DORIC	Round Britain and to Norwegian Fjords (Return-	Liverpool, Greenock	13	£13
(From Greenock, July 15).		ing Leith and Immingham)	Immingham	15	£15
28	DORIC	Northern Capitals, Baltic Ports			
Aug. 4	HOMERIC	Madeira, Canary Is., Morocco, Portugal (*August Bank Holiday Cruise*)	Southampton	14	23 gns.
4	ADRIATIC	Portugal, Morocco, Canary Is., Madeira (Under Charter to National Tours, Ltd.)	Liverpool	14	16 gns.
15	DORIC	Madeira, Canary Is., N. Africa, Portugal (*Scholars' Summer Cruise*)	Southampton	13	Adults 16 gns. Girls 12 gns. Boys 10 gns.
22	HOMERIC	Mediterranean, Morocco, Balearic Is., Italy, Sicily	Southampton	14	23 gns.
25	ADRIATIC	Mediterranean, Portugal, N. Africa, Malta, Italy, Spain (Under Charter to National Tours, Ltd.)	Liverpool	19	23 gns.
Sept. 1	DORIC	Mediterranean, Portugal, Balearic Is., N. Africa	Southampton	13	£13
8	HOMERIC	Mediterreanan, Malta, Greece, Rhodes Island, The Aegean Sea, Italy, N. Africa	Southampton	19	30 gns.
15	DORIC	Madeira, Canary Is., Morocco	Southampton	14	£13
18	ADRIATIC	Mediterranean, Portugal, N. Africa, Balearic Is., Spain (Under Charter to National Tours, Ltd.)	Liverpool	15	16 gns.
29	HOMERIC	Mediterrean, Morocco, Malta, Greece, Mudros, Turkey, Italy, Balearic Is.	Southampton	21	32 gns.
Oct. 3	DORIC	Mediterranean, Spain, The Riviera, Morocco	Southampton	14	£13

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